SLRON/08-2026/868
Staff Nurse General (Acute Hospital Services)
Job Specification & Terms and Conditions

Job Title and Grade	**Staff Nurse General (Acute Hospital Services)** *(Grade Code: 2135)*
Remuneration	The Salary Scale (as at 01/06/2026) for the post is: €38,166 - €40,158 - €41,175 - €42,519 - €44,213 - €45,907 - €47,591 - €49,049 - €50,509 - €51,973 - €53,466 - €54,956 **- €56,592 LSI** New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.
Campaign Reference	SLRON/08-2026/868
Closing Date	12:00pm on Wednesday 26th August 2026
Proposed Interview Date (s)	To be confirmed
Taking up Appointment	A start date will be indicated at job offer stage
Location of Post	St Luke's Radiation Oncology Network (SLRON) • Ambulatory Care / OPD Permanent – Full time posts available in all of the above location.
Informal Enquiries	Ms. Noreen Mulligan **Position**: Assistant Director of Nursing **Email:** noreen.mulligan@slh.ie **Telephone:** 01-4065000 bleep 242
HR Point of Contact	SLRON is committed to providing information and services which are accessible to all, if you require accessibility assistance throughout any stage of the recruitment process, please contact: **Name:** Ruairi Fortune **Position:** HR Officer **Email: recruitment@slh.ie** **Tel: 01- 4065209**
Details of Service	Established in 2010, St Luke's Radiation Oncology Network operates from three Dublin locations • St. Luke's Hospital is a specialist oncology hospital. It is located in Rathgar on the south side of Dublin City adjacent to Rathmines and Terenure (free parking available at SLH Rathgar) • St. Luke's Radiation Oncology Centre at St. James's Hospital • St. Luke's Radiation Oncology Centre at Beaumont Hospital SLRON is the National Radiation Oncology Centre in Ireland. The Network provides a full range of world class treatments including a comprehensive Volumetric Modulated Arc Therapy (VMAT) programme, Intra-cranial Stereotactic, Extra-cranial Stereotactic, Total Body Irradiation (TBI) and the national paediatric service. There is also a comprehensive

	brachytherapy service provided, including prostate seeds. SLRON offers the opportunity to work with leading Radiation Oncology Consultants in a dynamic and progressive health care environment. The nursing department plays a central role in the delivery of quality care to a diverse group of radiation oncology patients. We also have a dedicated palliative care team, led by two Palliative Care Consultants that support our patients and staff with symptom control and end of life care. Here at SLRON we are committed to our nurses' professional development. As a network, we actively support and encourage our nursing staff, at all levels, to enhance their skills, develop and expand their professional practice, and participate in continuing training and postgraduate education programmes. All nursing staff undertake an in-house Radiation Oncology Nursing Certificate course. We are partnered academically with Trinity College Dublin. The team structure consists of CNM3, CNM2, CNM1, Staff Nurses and HCAs supported by ADON and DON. Medical Clinical supervision is on site at all times.
Reporting Relationship	The post holder will report to CNM1 and CNM2 at local level Professionally accountable to the DON / ADON.
Purpose of the Post	The Staff Nurse will assess, plan implement and evaluate care for a diverse group of oncology patients.
Principal Duties and Responsibilities	**<u>Professional / Clinical</u>** • Provide safe, comprehensive nursing care to service users according to the Code of Professional Conduct as laid down by the Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board Ireland) and Professional Clinical Guidelines. • Practice nursing according to: Professional Clinical Guidelines Health Service Executive (HSE) National and local guidelines. Local policies, protocols and guidelines Current legislation • Work within their scope of practice and take 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 clinical policies and procedures which pertain to their area of practice • Respect and maintain the privacy, dignity and confidentiality of the patient • Follow appropriate lines of authority within the Nurse Management structure • Deliver nursing care to patients within a best practice / evidence based framework • Promote the health, welfare and social wellbeing of patients within our services • Actively participate as a multi-disciplinary team member in all aspects of service delivery • Develop and promote good interpersonal relationships with patients, their family / social network supports and the multi-disciplinary care team • Ensure that care is carried out in an empathetic manner and that the dignity and spiritual needs of the patient are respected • Promote and recognise the patients' social and cultural dimensions of care and the need for links with their local community • Collaborate and work closely with the patient, their family, the multi-disciplinary / inter-disciplinary team, external agencies and services to facilitate discharge planning, continuity of care and specific care requirements • Provide appropriate and timely education and information to the patient, their family and be an advocate for the individual patient and for their family • Report and consult with senior nursing management on clinical issues as appropriate. • Maintain appropriate and accurate nursing records and reports regarding patient care in accordance with local / national / professional guidelines

- Participate in clinical audit and review
- Promote a positive health concept with patients and colleagues and contribute to health promotion and disease prevention initiatives of the Health Service Executive
- Delegate to and supervise the work of other grades of staff within the remit of their role, as appropriate
- Demonstrate flexibility by rotating / assisting in other units / care settings as required to meet service needs
- Refer patients to other services as required

Health & Safety

- Ensure awareness of all relevant safety procedures - Fire and safety, Emergency procedures, IPC guidelines, Storage and Disposal of SACTS
- Observe, report and take appropriate action on any matter which may be detrimental to staff and/or service user care or wellbeing / may be inhibiting the efficient provision of care
- Assist in observing and ensuring implementation and adherence to established policies and procedures e.g. health and safety, infection control, storage and use of controlled drugs
- Ensure completion of incident/near miss forms/clinical risk reporting
- Adhere to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty
- Liaise with other relevant staff e.g. CNS, infection control re appropriateness for procurement
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply for the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for Implementing and maintaining these standards.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

Education, Training & Development

- Take responsibility for own competence and learning and development needs and actively contribute to the learning and development of the Nursing team
- Complete all mandatory training as required
- Attend study days relevant to clinical practice
- Participate in the clinical / workplace induction of all new nursing and support staff
- Contribute to the identification of training needs pertinent to the clinical area
- Participate in innovation and change in the approach to patient care delivery particularly in relation to new research findings, evidence based practice and advances in treatment
- Participate in the recording of KPI's with Clinical Nurse Manager.
- Engage in continuing professional development by keeping up to date with nursing literature, recent nursing research and new developments in practice

Administration

- Ensure that records are safeguarded and managed as per HSE / local policy and in accordance with relevant legislation.
- Maintain records and submit activity data to the ADON / DON as required.
- Contribute to policy development and formulation, performance monitoring, business planning and budgetary control.
- Maintain patient and data confidentiality as per GDPR standards.
- Contribute to the development and implementation of information sharing protocols,

	audit systems, referral pathways, individual care plans and shared care arrangements. • Contribute to ongoing monitoring, audit and evaluation of the service as appropriate. • Ensure that the care setting is maintained in good order using appropriate models, that supplies are adequate and that all equipment is in good working order and ready for immediate use. • Ensure that equipment is safe to use and report any malfunctions in a timely manner • Assist with ordering of supplies as required and ensure the appropriate and efficient use of supplies is made and exercise economy in the use of consumables. • Undertake other duties as required by the ADON / DON. **The above Job Specification 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.**
Eligibility Criteria **Qualifications and/ or experience**	Each candidate must, at the latest date for receipt of completed applications for the post: ▪ Be registered in the General Division of the Register of Nurses & Midwives maintained by Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be entitled to be so registered **And** ▪ 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 **Annual registration** (i) 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** (ii) Practitioners must confirm annual registration with the NMBI to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). **Health** Candidates 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. **Character** Candidates for and any person holding the office must be of good character. **Age** Age restriction shall only apply to a candidate where s/he is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs.
Post Specific	• Must have 3 years post registration experience, of which 2 years must include

Requirements	acute hospital experience in the HSE / experience in an acute private sector hospital. Oncology experience is desirable but not essential. Training and orientation will be provided.
Other requirements specific to the post	None
Skills, Competencies and/or knowledge	Candidates must demonstrate: • Sufficient clinical knowledge, clinical reasoning skills and evidence-based practice to carry out the duties and responsibilities of the role • That he/she practices nursing care safely and effectively, fulfilling her/his professional responsibility within his/her scope of practice • That he/she practices in accordance with legislation affecting nursing practice. • The ability to plan and organise effectively • A commitment to providing a quality service • The ability to build and maintain relationships including the ability to work effectively as part of a multi-disciplinary team • Effective analytical, problem solving and decision-making skills • Excellent communication skills, including sufficient command of the English language so as to effectively carry out the duties and responsibilities of the role • Evidence of ability to empathise with and treat patients, relatives and colleagues with dignity and respect • A commitment to continual professional development • An awareness of developments within the HSE • Knowledge of the HSE Transformation Programme • A willingness to engage and develop IT skills relevant to the role
Campaign Specific Selection Process **Ranking/Shortlisting / Interview**	A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.
Code of Practice	The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice. Additional information on the HSE's review process is available in the document posted with each vacancy entitled "Code of Practice, Information for Candidates". Codes of practice are published by the CPSA and are available on www.hse.ie/eng/staff/jobs in the document posted with each vacancy entitled "Code of Practice, Information for Candidates" or on www.cpsa.ie.
The reform programme outlined for the Health Services may impact on this role and as structures change the job description may be reviewed. **This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.**	

Staff Nurse
Terms and Conditions of Employment

Tenure	The current live vacancies for this post are permanent and whole time. The post is pensionable. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointment) Act 2004.
Working Week	The standard working week for full-time is: 37.5 hours
Annual Leave	The annual leave applying to the post holder will be agreed at job offer stage
Superannuation	This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004
Probation	Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.
Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. ***Public Servants not affected by this legislation:*** Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age. **Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.**
Protection of Children Guidance and Legislation	The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities. For further information, guidance and resources please visit: HSE Children First webpage.
Infection Control	Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc and comply with associated HSE protocols for implementing and maintaining these standards.

Health & Safety	It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include: • Developing a SSSS for the department/service[1], as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. • Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. • Consulting and communicating with staff and safety representatives on OSH matters. • Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. • Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures[2]. • Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. • Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example. **Note**: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.

[2] See link on health and safety web-pages to latest Incident Management Policy