



PERSON SPECIFICATION

ENHANCED NURSE ROLE (RGN/RCN/RNID/RMHN)		Date Updated: April 2025
	Essential Criteria	Desirable Criteria
Qualifications and Experience	Eligible applicants will be those who on the closing date for the competition: - Have a nursing qualification validated for working in the Republic of Ireland. - Registered as a Nurse/Midwife on the Register of Nurses and Midwives maintained by the Nursing & Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann). AND - Have 1 year 16 weeks relevant nursing work experience after graduating - Postholder required to maintain registration with the Nursing and Midwifery Board of Ireland for the duration of employment and evidence of such registration/renewal to be furnished annually to the Employer. - Have the clinical and administrative capacity to properly discharge the functions of the role. - Possess documented competencies including care competencies in relation to patient case load;	

	• Evidence of skill acquisition from 'on the job' learning; • Certified skills training – including as a minimum mandatory training - relevant to care required for patient case load; • Evidence of participation in audit and evaluation of care provision including collection of quality care metrics where same are in place. • Possess a full clean manual driving license • Be eligible to work in the State	
• Organisational and Professional Knowledge	• Understand the Role of Enable Ireland in Supporting People with Disabilities in service and community setting. • Show knowledge of supporting people with complex physical disabilities • Knowledge and experience of Person Centred Planning • Knowledge on relevant policy and legislation in particular <i>Health Act 2007, 2013 Regulations, New Directions and Safeguarding Vulnerable Adults</i> • Knowledge and experience of HIQA standards • Knowledge of New Directions. • Demonstrate experience in implementing the Social Model of service delivery	
• Core Competencies • Professional /Skills/Competencies/Educational	• Abide by the Code of Professional Conduct as laid down by the Nursing and Midwifery Board of Ireland and Professional Clinical Guidelines. • Be consistent with Enable Ireland policy. • Complying with and adhere to all relevant policies/procedures and guidelines. • Performing the full range of clinical duties appropriate to your area of practice and as determined by your line manager to ensure a comprehensive nursing service is delivered to service owners in your care; • Work within your 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. • Ensure that appropriate nursing care is identified and planned for individual based on need assessment and that each individual receives prescribed treatment and nursing care, encompassing medical instructions and in conformance with established procedure and standard of care. • Provide a holistic approach to care involving families and groups and the integration of knowledge. Be courteous, polite and considerate of service owners, families, visitors and other staff. • Assist individuals achieve optimum health, independence • Provide and manage direct practical nursing whether health promotional, preventative, curative, rehabilitative or supportive to individuals families or groups. • Have competence in clinical practice skills essential for safe practice, which are grounded in recent evidence based nursing research, where available. • Demonstrate a commitment to providing a quality service. • Demonstrate excellent communication skills. • Act as an effective member of the health team and participate in the multidisciplinary team approach to the care of patients in all aspects of service delivery including case conferences, clinical meetings, team meetings. • Provide service owners and their nominated personas with information in conjunction with the Clinical Nurse Manager. • Promoting the safety, health, welfare and social wellbeing of patients and respect the dignity and confidentiality of patients and their families;	
--	---	--

	• Promoting service owner advocacy and maintain patients' privacy and dignity; • Report and consult with Enable Ireland senior nursing management on clinical issues as appropriate. • Maintaining appropriate and accurate written/electronic nursing and midwifery records and care plans regarding patient care in accordance with local/national/professional guidelines; • Utilising appropriate evidence-based and recognised screening tools, risk prediction models, assessment ie falls assessments. • Ensuring that records are protected and managed in accordance with relevant legislation; • Assist in maintaining an effective learning environment for trained nursing staff and nursing students. • Act as a preceptor and facilitator for nursing students or junior staff nurses. • Carry out and participate in assessment of nursing students in relation to their clinical placements. • Contribute to the development of training programmes where appropriate. • Identify teaching/learning opportunities within the department as they arise. • Participate in the induction of new staff within each service. • Maintain records and submit data / furnish appropriate reports to the Director of Nursing or designated officer as required. • Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways, individual care plans and shared care arrangements. • Ensure the code of confidentiality is always upheld. • Engaging in continuous skill acquisition and be supported as	
--	---	--

	appropriate in doing so to ensure the ongoing development of the enhanced role; • Taking responsibility for own competency and learning and development needs and actively contribute to the learning and development of the wider nursing / midwifery and primary care team; • Completing all mandatory training as deemed necessary by the Director of Nursing and Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board Ireland); • Supporting the training and education of nursing / midwifery students and participating in the clinical / workplace induction of new nursing and clinical support staff; • Contributing to the identification of training needs pertinent to the clinical area; • Developing clinical teaching skills and participating in the planning and implementation of orientation, training and teaching programmes for nursing / midwifery students and other healthcare staff allocated to the service e.g. Preceptorship; • Develop and maintain personal, professional and ethical practice. • Ensure mandatory training is up to date. .	
• Quality Care	• Provide a high standard of quality care is provided to the patient. • Ensure a high standard of quality care is provided to the service owner by those under staff nurse supervision. • Monitor and evaluate the outcome of nursing care for individual patients. • Manage complaints in line with Enable Ireland policy.	

	• Seek service owner feedback as a means of ensuring quality care. • Participate in clinical audit and review as required as part of ongoing quality improvement. • Take all steps possible to safeguard the welfare and safety of patients, staff and any other persons. • Assist in ensuring a safe working environment. • Have a working knowledge of 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.	
• Management responsibilities	• To deputise for the Clinical Nurse Manager II or Clinical Nurse Manager I in his/her absence as required. • Participating in clinical governance structures within the local / regional / national clinical governance framework; • To assist in the preparation of weekly rosters as required. • Promote, nurture and maintain a high level of staff morale, hence promoting team spirit and job satisfaction. • Organisation and management of care • Support and supervise nursing students and junior nursing staff and allied staff in carrying out their allocated duties to the required standard. • Facilitating and supervise the delegation of appropriate tasks to other clinical support grades as part of the nursing team; • Support and supervise support staff in their roles. • Rotate / assist in other services as required to meet nursing resource needs. • Assist the Clinical Nurse Manager in the economical ordering and use of stock if required.	

--	--	--