



Mater Misericordiae University Hospital Dublin
Staff Nurse (Mental Health)
Job Specification

Job Title and Grade	Staff Nurse (Mental Health)
Competition Reference	Staff Nurse
Closing Date	
Proposed Interview date(s)	To be confirmed
Taking up Appointment	A start date will be indicated at job offer stage
Location of Post	St. Aloysius Ward , Mater Misericordiae University Hospital
Organisational Area	CHO 9
Details of Service	Mental Health Services are provided in the Acute Admissions Unit
Reporting Relationship	Clinical Nurse Manager II or Nurse in Charge. Responsible to Assistant Director of Nursing and Director of Nursing
Purpose of the Post	The Staff Nurse (Mental Health) will assess, plan, implement and evaluate care to the highest professional and ethical standards within the model of nursing care practiced in this care setting.
Principal Duties and Responsibilities	PROFESSIONAL RESPONSIBILITIES The Staff Nurse, under the direction of the Clinical Nurse Manager, will: 1.1 Practice nursing to the highest standard of patient care by: - Adherence to the Professional Code of Practice as specified by the Nursing and Midwifery Board of Ireland (NMBI) - Ensuring adherence to the Codes of Practice and Rules in relation to the Mental Health Act 2001 and Judgement Support Framework in delivery of care - Observing and adherence to established policies e.g. administration of prescribed medications, and health and safety compliance; 1.2 Participate in the care, assessment, treatment and discharge planning of patients to ensure their welfare and safety, ensuring adherence to completion of clinical risk assessments; 1.3 Be familiar with local and national policies and protocols; 1.4 Be familiar with and observe hospital policies and procedures in relation to emergencies, safety and grievances;

	1.5 Actively participate as member of Multidisciplinary team and provide optimum nursing input to patient care; 1.6 Implement the care philosophy, objectives and goals of their unit / department / organisation to deliver appropriate high quality service user care; 1.7 Follow appropriate lines of authority within the Nurse Management structure of the organisation; 1.8 Demonstrate a high degree of motivation and assume responsibility for their own professional development and contribute to the development of others; 1.9 Promote good interpersonal relationships with service users, their family / social network supports and the interdisciplinary care team in accordance with ethical standards; 1.10 Demonstrate flexibility by assisting in other areas of the service as required; 1.11 Participate in regular performance / clinical reviews with their line manager, identifying key performance objectives and appropriate plans / measures to achieve areas for improvement and appropriate plans / measures to achieve them in a supportive environment; 1.12 Respect and maintain the privacy, dignity and confidentiality of the patient / client, in relation to all organisation based activities; 1.13 The nurse must comply with the Code of Professional Conduct as laid down by the NMBI. The nursing profession demands a high standard of professional behaviour from its members and each registered nurse is accountable for his or her practice. The nurse must work within his / her scope of practice and must take measures to develop and maintain the competence necessary for professional practice. The nurse must be aware of ethical policies and procedures which pertain to his/her area of practice. Patient / client confidentiality must be maintained at all times; and 1.14 Have a working knowledge of the 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. CLINICAL ROLE The Staff Nurse will: • Manage the nursing care of a caseload of patients as required; • Assess, plan, implement and evaluate individualised patient / client care programmes within an agreed framework, in accordance with best practice at all stages of the process; • Ensure clinical risk assessments are completed and updated as required; • Collaborate with the patient / client, their family and the inter-disciplinary team to facilitate the development and review of an appropriate care plan / discharge plan to ensure continuity of care; • Participate in ward/unit meetings; • Observe, report and take appropriate action on any matter which may be detrimental to patient / client care or well being or inhibit the efficient operation of the centre, unit or assignment;
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- Act as an advocate for patients / service users as required, and provide relevant information on advocacy support;
- Maintain appropriate and accurate written records and reports regarding patient / client care in accordance with the Nursing and Midwifery Board of Ireland (NMBI) guidance document, mental health legislation and legal requirements;
- Participate in innovation and change in the approach to patient/client care delivery, and contribute to service planning process, based on best practice and under the direction of nursing management, particularly in relation to new research findings and advances in treatment;
- Ensure that current legal requirements for the safe administration and storage of medicines are adhered to in accordance with best practice;
- Have a sound knowledge of clinical standards and participate in patient / client care audits;
- Ensure that nursing care is carried out, using evidence based approach, to a high standard in a safe environment maintaining the confidentiality and dignity of the patient / client at all times;
- Promote a positive health concept with patients and colleagues and contribute to the health promotion initiatives with the Mater Misericordiae University Hospital e.g. Tobacco free campus; and
- Participate in the facilitation of group forums as part of the units group programme /Activities timetable.

MANAGEMENT

The Staff Nurse will:

- Be required to take management responsibility for the ward / unit in the absence of the Clinical Nurse Manager;
- Be responsible in conjunction with the Clinical Nurse Manager for the efficient co-ordination and control of administrative procedures within the identified area;
- **Submit reports as necessary and as requested in the operation of the service;**
- Ensure compliance with health and safety, infection control and risk management procedures and participate in their development, comply with statutory obligations;
- Supervise the work of other grades of staff within the remit of their role; and
- Accurately record and report all complaints to appropriate personnel according to local service policy.

EDUCATION

Under the direction and supervision of the Clinical Nurse Manager, the Staff Nurse will:

- Participate in the planning and implementation of **orientation and teaching programmes both for students** and other health care staff in the clinical setting;
- Act as a mentor, preceptor or clinical assessor for staff in the clinical environment;
- Participate in the **induction** of new staff in the clinical area;
- Participate in training as required to meet the ongoing needs for the care of the patient in order to comply with standards of care; and

	Take responsibility for own learning and development needs and actively contribute to the learning and development of the multidisciplinary team. <i>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.</i>
Eligibility Criteria, Qualifications and / or experience	Candidates must: Be registered in the Psychiatric Division of the Register of Nurses kept by the Nursing and Midwifery Board or Ireland or be entitled to be so registered and Have the clinical and administrative capacity to properly discharge the functions of the role. Health A candidate 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 Each candidate for and any person holding the office must be of good character. Age Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation 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.
Position Specific Requirements Qualifications / Experience	As above
Other requirements specific to the post	Will be indicated at expression of interest stage e.g. access to transport
Skills, competencies and/or knowledge	- Demonstrates sufficient clinical knowledge, clinical reasoning skills and evidence based practice to carry out the duties and responsibilities of the role - Practices nursing care safely and effectively, fulfilling her / his professional responsibility within her / his scope of practice - Practices in accordance with legislation affecting nursing practice - Demonstrates the ability to plan and organise effectively - Demonstrates the ability to build and maintain relationships including the ability to work effectively as part of a multi disciplinary team - Demonstrates a commitment to providing a quality service - Demonstrates effective analytical, problem solving and decision making skills - Demonstrates excellent communication skills, including sufficient command of the English language so as to effectively carry out the duties and responsibilities of the role - Demonstrates evidence of ability to empathise with and treat patients, relatives and colleagues with dignity and respect Demonstrates a commitment to continuing professional development. - Demonstrates a willingness to engage and develop IT skills relevant to the role



Competition Specific Selection process Ranking/ Shortlisting / Interview	A ranking and or shortlisting exercise may be carried out on the basis of information supplied by you. The criteria for ranking and or shortlisting are based on the requirements of the posts 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. Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in 'bands' depending on their service needs of the organization.