PERSON SPECIFICATION

Job Title/Grade: Relief Staff Nurse – RNID **Date Updated**: October 2026

FACTORS	ESSENTIAL	DESIRABLE
QUALIFICATIONS & EXPERIENCE	• Have a nursing RNID qualification validated for working in the Republic of Ireland • Have current Registration with the Nursing & Midwifery Board of Ireland (NMBI) • Experience of working in a person centred health or social care setting • Have such experience as will enable him/her to provide nursing duties as required • Possess a full clean driving license.	• Have a minimum of 1 years post registration experience • 'D1' license an advantage or be prepared to obtain a 'D' or 'D1' license • Experience of working with adults or children with disabilities desirable. • Experience of working within a residential/respite setting an advantage
ORGANISATIONAL & PROFESSIONAL KNOWLEDGE	• Demonstrate a clear understanding of the role of the nurse in a respite/residential/day service setting • Demonstrate an awareness of physical disabilities and its possible impact on an individual • Demonstrate an understanding of the concept of Social Model of service delivery. • Demonstrate an understanding of the concept of equal opportunities, and how this relates to people with disabilities. • Demonstrate the importance and rationale for the need for accurate and up to date documentation. • Demonstrate the understanding and implementation of risk assessments • Demonstrate an understanding of the regulations 2013 under the 2007 health act which HIQA inspect against.	• Demonstrate an understanding of the concept of residential respite and day services • Understanding of HIQA standards

FACTORS	ESSENTIAL	DESIRABLE
	• Demonstrate knowledge of the HSE safeguarding policy • Awareness of Children's first	
CORE COMPETENCIES:	• Ability to communicate effectively, and to demonstrate good interpersonal skills with service users, co-workers, external agencies, and professional staff. • Ability to demonstrate good oral, telephone, and written communication skills. • Ability to work as part of a team • Ability to work with service users and co-workers contributing to the development, delivery and evaluation of individual service owner plans	• Ability to demonstrate competence in procedures such as IM/SC/Intradermal Injections, wound care management, manual handling, catheterisation, safe administration of medications & continence care.