Staff Nurse – Oncology
Job Specification & Terms and Conditions

Job Title, Grade Code	**Staff Nurse - Oncology** (Grade Code: 2135)
Remuneration	The Salary scale for the post as at 01/06/2026 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 €56,592LSI 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	HSEMW310-26
Closing Date	Friday 27th of November 2026 @ 17:00
Proposed Interview Date (s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	**HSE Mid West – University Hospital Limerick** **FFS An Íarthar Láir – Ospideál Ollscoile Luimnigh** The current vacancy available is specified purpose and whole-time in University Hospital Limerick. A panel may be formed as a result of this campaign for **Staff Nurse – Oncology** from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled.
Informal Enquiries	We welcome enquiries about the role. Contact Ms. Anne Marie Gilmartin, Clinical Nurse Manager 3 Cancer Services, University Hospital Limerick **Email:** annemarie.gilmartin@hse.ie **Tel:** 087-1800385 Contact UHLRecruitment@hse.ie for enquiries relating to the recruitment process.
Details of Service	**HSE Mid West** The newly established HSE Mid West Health Region will manage and deliver all public health and social care services for Limerick, Clare and North Tipperary serving a population of over 413,059 people. The redesign of services will allow new pathways to be developed between acute hospitals, community services, primary care, health & wellbeing and voluntary sectors to develop more integrated, patient-centred care. HSE Mid-West includes all hospital, community healthcare and public health services in the region. This includes: **HSE Mid West Acute Services consisting of:**

	• University Hospital Limerick • University Maternity Hospital Limerick • Ennis Hospital • Nenagh Hospital • Croom Hospital • St John's Hospital (voluntary) **Cancer Services University Hospital Limerick** The cancer services unit at UHL is one of the eight, nationally designated cancer centres in Ireland. The service provides comprehensive treatments in radiotherapy, chemotherapy, and supportive care of patients diagnosed with cancer using a multi-disciplinary approach. The service aims to provide an integrated and cohesive approach to cancer that involves: prevention, screening, diagnosis, treatment, supportive and palliative care. Oncology patients receiving chemotherapy, supportive therapy, participating in cancer services clinical trials and patients suffering from the side effects of treatment, or their disease, attend the services. Cancer Services, University Hospital Limerick, is comprised of a 24 bedded in-patient ward, a Day Unit, Out-Patients Department, Pre- Assessment Unit, Clinical Trials Department, a Cancer Information & Support Centre that is adjacent to the Radiotherapy Centre.
Reporting Relationship	• Clinical Nurse Manager 2 or other nominated person as relevant to the post / as appropriate. • Accountable to the Assistant Director of Nursing – Cancer Services and Director of Nursing.
Key Working Relationships	The staff nurse will work collaboratively with a range of internal and external stakeholders including: Director/Assistant Director of Nursing/Line Manager CNS/, RANP and other nursing grades Liaise with our community PHN and other primary care services Multidisciplinary Team colleagues and other key stakeholders within services, including National Clinical and Integrated Care Programs Service users/families and/or carers Nursing and Midwifery Board of Ireland Educational Bodies Nursing and Midwifery Planning and Development Units Centers of Nursing and Midwifery Education National Clinical Leadership Centre Other regulatory and non-regulatory organisations.
Purpose of the Post	The Staff Nurse will assess, plan, implement and evaluate care to the highest professional and ethical standards within the model of nursing care practiced in the relevant care setting. The staff nurse will provide holistic, person centred care, promoting optimum independence and enhancing the quality of life for service users.
Principal Duties and Responsibilities	**<u>Professional Responsibilities</u>** • Practice Nursing according to the Code of Professional Conduct as laid down by Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) and Professional Clinical Guidelines.

	• Adhere to national, regional and local Health Service Executive (HSE) guidelines, policies, protocols and 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 ethical 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. **Clinical Practice** • Deliver the nursing care of an assigned group of patients within a best practice / evidence based framework. • Manage a designated caseload. • Promote the health, welfare and social wellbeing of patients within our services. • Actively participate as a multi-disciplinary / inter-disciplinary team member in all aspects of service delivery including case conferences, clinical meetings, and team meetings. • Assess, plan, implement and evaluate individual person centred care programmes within an agreed framework and in accordance with best practice. • Develop and promote good interpersonal relationships with patients, their families / social network supports and the interdisciplinary care team, in the promotion of person centred care. • Ensure that care is carried out in an empathetic and ethical 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 written and electronic nursing records and reports regarding patient care in accordance with local / national / professional guidelines. • 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 clinical audit and review. • Participate in community needs assessment and ongoing community delivery of care as appropriate. • Undertake Key Worker role as appropriate. • 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 in order to meet nursing resource needs and the requirements of the integrated services programme (ISP). • Refer clients to other services, as required. **Clinical Governance** • Participate in clinical governance structures within the local / regional / national clinical governance framework. • Contribute to ongoing monitoring, audit and evaluation of the service, as appropriate.

	• Accurately record and report all complaints to appropriate personnel according to local service policy. • Participate in the development of policies / procedures and guidelines to support compliance with current legal requirements, where existing, for the safe storage and administration of medicines and other clinical products. • Participate in the development of policies / procedures and guidelines with health, safety, fire, risk and management personnel and participate in their development in conjunction with relevant staff and in compliance with statutory obligations. • Observe, report and take appropriate action on any matter which may be detrimental to patient care or wellbeing. • Be aware of, and comply with, the principles of clinical governance including quality, risk and health and safety and be individually responsible for clinical governance, risk management / health and safety issues in their area of work. • Adequately identify, assess, manage and monitor risk within their area of responsibility. • Participate in the development, promotion and implementation of infection prevention and control guidelines. • Adhere to organisational dress code. • Assume responsibility for and coordinate the management of the unit / care setting in the absence of the Clinical Nurse Manager. **Education, Training & Development** • Take responsibility for own competency and learning and development needs and actively contribute to the learning and development of the interdisciplinary team. • Complete all mandatory training as deemed necessary by the Director of Nursing and Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland). • Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate. Identifying areas for improvement and appropriate plans / measures to achieve them. • Provide feedback to the Clinical Nurse Manager or the designated officer with regard to compilation of proficiency assessments for students in the clinical setting • Develop and use reflective practice techniques to inform and guide practice as part of their daily work. • Identify and contribute to the continual enhancement of learning opportunities within a population health framework. • 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. • Develop teaching skills and participate in the planning and implementation of orientation, training and teaching programmes for nursing students and other health-care staff, as appropriate. • Having undergone appropriate training, act as a mentor / preceptor or clinical assessor for students. • Participate in the development of performance indicators in conjunction with the Clinical Nurse Manager. • Participate in innovation and change in the approach to service user care delivery, and contribute to the service planning process based on best practice and under the direction of Nurse Management / Nurse Practice Development, particularly in relation to new research findings and advances in treatment. • Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate. **Health & Safety** • 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. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.

	• Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. **<u>Administration</u>** • Ensure that records are safeguarded and managed as per HSE / local policy and in accordance with relevant legislation. • Work closely with colleagues across the integrated services programme in order to provide a seamless service delivery to the client within the integrated services programme. • Maintain records and submit activity data / furnish appropriate reports to the Director of Nursing, as required. • Contribute to policy development and formulation, performance monitoring, business planning and budgetary control. • Maintain professional standards including patient and data confidentiality. • 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. **Risk Management, Quality, Health & Safety** • Adequately identifies, assesses, manages and monitors risk within their area of responsibility. • 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. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. **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 them from time to time and to contribute to the development of the post while in office.**
Eligibility Criteria **Qualifications and/ or experience**	**<u>Statutory Registration, Professional Qualifications, Experience, etc</u>** (a) Eligible applicants will be those who on the closing date for the competition: (i) 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). **And** (ii) (b) 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.

	2. 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** 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.
Post Specific Requirements	Demonstrate depth and breadth of experience in Oncology nursing as relevant to the role.
Additional eligibility requirements:	**Citizenship Requirements** Eligible candidates must be: (i) EEA, Swiss, or British citizens **OR** (ii) Non-European Economic Area citizens with permission to reside and work in the State Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status. To qualify candidates must be eligible by the closing date of the campaign. **OR** (iii) Suitably qualified, non-resident non-EEA citizens. The HSE welcomes applications from suitably qualified, non-resident, non-EEA citizens and will support successful candidates in their application for a Work Permit, as applicable. Read more about Department of Enterprise, Trade & Employment Work Permits.
Skills, competencies and/or knowledge	*The candidate must demonstrate* **Professional Knowledge & Experience** *For example:* • Demonstrates practitioner competence and professionalism in order to carry out the duties and responsibilities of the role. • Practices nursing care safely and effectively, fulfilling their professional responsibility within their scope of practice. • Practices in accordance with legislation affecting nursing practice. • Displays evidence-based clinical knowledge in making decisions regarding client care.

	• Demonstrates a commitment to continuing professional development. • Demonstrates a willingness to develop IT skills relevant to the role. **Planning and Organising Skills** *For example:* • Demonstrates evidence of effective planning and organising skills. • Demonstrates the ability to manage deadlines and effectively handle multiple tasks. • Demonstrates an awareness of resource management and the importance of value for money. • Demonstrates flexibility and adaptability in their approach to work, is open to change and new ways of working. **Building and Maintaining Relationships** *For example:* • Demonstrates the ability to work on own initiative as well as part of a team. • Demonstrates the ability to build and maintain relationships including the ability to work effectively as part of a multi-disciplinary team. • Demonstrates an awareness and appreciation of the patient / client and their families • Uses diplomacy and tact in fraught situations and can diffuse tense situations comfortably. • Ensures that care is carried out in an empathetic and ethical manner. **Analysis, Problem Solving and Decision-Making Skills** *For example:* • Demonstrates evidence-based decision-making and shows effective analytical and problem solving skills. • Uses a range of information sources and knows how to access relevant information to address issues. • Takes an overview of complex problems before generating solutions; anticipates implications / consequences of different solutions. • Demonstrate resilience and composure. **Commitment to Providing a Quality Service** *For example:* • Demonstrates a commitment to providing a quality service. • Demonstrates evidence of the ability to care for clients in a non-judgemental manner. • Takes action and informs relevant people when problems arise. • Pays attention to detail, ensures that all records and data are up to date and available when required. **Communication Skills** *For example:* • Demonstrates excellent communication skills (written and verbal) so as to effectively carry out the duties and responsibilities of the role. • Communicates in a clear, effective and sensitive manner, listening and ensuring that messages are clearly understood / tailors the method as appropriate. • Anticipates and recognises the emotional reactions of others when delivering sensitive messages. • Demonstrates the ability to influence others effectively. Is assertive as appropriate. Professional Knowledge & Experience • Demonstrates knowledge and experience relevant to the role as per the duties & responsibilities, eligibility criteria and post specific requirements of the role • Maximises the use of ICT, demonstrating excellent computer skills particularly Microsoft Office, Outlook etc. • Demonstrate the ability to work in line with relevant policies and procedures Planning and Managing Resources

	Demonstrates the ability to plan and organise own workload and that of others in an effective and methodical manner within strict deadlines, ensuring deadlines are met • Sets realistic goals and time-scales, taking account of potential problems and competing priorities • Devotes time and energy to the most important task at any given time • Maintains an awareness of value for money
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 progressing 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 the service needs of the organisation.
Diversity, Equality and Inclusion	The HSE is an equal opportunities employer. Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience. The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated. The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition. Read more about the HSE's commitment to Diversity, Equality and Inclusion
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 CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process. Read the CPSA Code of Practice.
The reform programme outlined for the health services may impact on this role, and as structures change the Job Specification may be reviewed. This Job Specification 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 - Oncology

Terms and Conditions of Employment

Enhanced Nurse / Midwife Eligibility	Please note that if you are interested in being considered for an Enhanced Nurse /Midwife position, you may indicate this on your application form. Staff Nurses/ Midwives can be considered for an Enhanced Nurse/ Midwife contract once they have reached the 4th point of the Staff Nurse / Midwife Salary scale or have the relevant experience to be appointed to the 4th point on commencement. For further information please refer to HR Circular 022/2019 below: https://www.hse.ie/eng/staff/resources/hr-circulars/hr-circular-022-2019-re-enhanced-nurse-midwife-contract.pdf
Remuneration	The Salary scale for the post of Enhanced Nurse /Midwife as at 01/08/2025 is: €44,311, €46,819, €48,158, €49,188, €50,322, €51,839, €53,355, €55,644, **€57,273 LSI**
Duties	• To practice Nursing according to the Code of Professional Conduct issued by the Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board Ireland) and Professional Clinical Guidelines; • To work within your scope of practice and take measures to maintain and enhance the competence necessary for professional practice; • Complying with and adhere to all relevant policies and procedures; • Promoting the safety, health, welfare and social wellbeing of patients and respect the dignity and confidentiality of patients and their families; • Promoting patient advocacy and maintain patients' privacy and dignity; • 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 patients in your care; • 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 and enhanced skills to support patient's remaining in their own home (e.g. Early Warning Scores, Falls Assessment); • Supporting and cooperating with the sharing of tasks with Non-Consultant Hospital Doctors as per national agreements; • 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 health-care staff allocated to the service e.g. Preceptorship;

	• Co-operating with and implement, where appropriate, strategies developed to move work to the community; • Co-operate with changes arising from implementation of the recommendations of the review of nursing and non-nursing in all areas including ambulatory and outpatients areas; • Participating in clinical governance structures within the local / regional / national clinical governance framework; • Reporting complaints/ incidents and assist with the investigation of same as appropriate; • Facilitating and supervise the delegation of appropriate tasks to other clinical support grades as part of the nursing team; • Co-operating with the implementation of the agreed new structures developed to support Integrated Care Organisations; • Supporting the implementation of all recommendations from the HCA review including development of appropriate policies and guidelines to promote and sustain delegation; • Co-operating with the introduction of ICT systems including those to support the Safe Nurse Staffing Framework and input, utilise and analyse the data; • Collecting and input data on nursing metrics; • Ensuring that records are protected and managed as per HSE / local policy and in accordance with relevant legislation; • Working closely with colleagues across health services in order to provide a seamless service delivery to the patients as part of integration; • Participating in and contributing to and providing data as required to any verification process at local, regional or national level for the purposes of documenting and assuring delivery of the range of duties specified in this Contract; • Undertake any other duties in accordance with your scope of practice as may be assigned by the Assistant Director of Nursing / Midwifery and Clinical Nurse / Midwifery Manager II or Employer.