Mater Misericordiae University Hospital Dublin

Job Description & Person Specification

STAFF NURSE
DIALYSIS UNIT-Panel interview
JOB DESCRIPTION

Job Title / Grade:	**STAFF NURSE**
Department / Division:	**Dialysis Unit**
Directorate:	**CVRRE**
Location:	**MMUH CAMPUS**
Reporting Relationship:	**CNM1 / CNM2 / CNM3 OR HIS / HER NOMINEE**
Responsible to:	**DIRECTOR OF NURSING OR HIS / HER NOMINEE**

JOB DESCRIPTION

Job Purpose:

The successful candidate will help to ensure that a caring, creative environment is achieved within the Dialysis Unit, St Johns inpatient service and critical care settings. Paying attention to the highest possible quality of nursing care. 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 hospital.

KEY RESPONSIBILITIES

1. Professional, Ethical Practice and Clinical Practice

- Deliver the nursing care of an assigned group of patients within a best practice / evidence based framework
- Manage a designated caseload
- Actively participate as a multi-disciplinary / inter-disciplinary team member in all aspects of service delivery including relevant meetings
- Assess, plan, implement and evaluate individual person centred care programmes within an agreed framework and in accordance with best practice
- 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
- Ensure that discharge planning is commenced at the point of admission, liaising with the multidisciplinary team, other departments and community as necessary
- Be competent in the administration and adhere to Hospital Medication Policy at all times
- Maintain appropriate and accurate written 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
- Demonstrate flexibility by rotating to other wards / directorates as required to meet nursing resource needs
- Liaise with the catering team in reference to patient dietary requirements
- Possess a working knowledge of HIQA standards as they apply to the role
- Contribute to the improvement initiatives
- Accurately records and report any and all complaints / incidents in line with hospital policy
- Participate in the development and implementation of policy as required
- Report and take appropriate action on any matters which may be related to a patient's well being
- Be aware and comply with 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 designed area of work
- Participate in the development, promotion and implementation of infection prevention and control guidelines
- Adhere to the dress code policy at all times
- Ensure that records are safeguarded and managed as per hospital policy and in line with legislation
- Furnish appropriate reports to management as required
- Contribute to policy development and formulation, performance monitoring, business planning and budgetary control

- Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways, individual care plans and shared care arrangements
- 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 Director of Nursing or his / her designate

2. Holistic Approach to Care and the Integration of Knowledge

- Promote the health, welfare and social wellbeing of patients within the hospital services
- Develop and promote good interpersonal relationships with patients, their family / social network supports and the interdisciplinary care team in the promotion of person centred care
- Promote and recognise the patients' social and cultural dimensions of care and psychological needs
- 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 a positive health concept with patients and colleagues and contribute to health promotion and disease prevention initiatives
- Respect the dignity and confidentiality of each patient
- Enhance dignity and integrity of individuals
- Promote and Disseminate Knowledge to patients in reference to health and well-being
- Evaluate progress of patient outcomes
- Evaluate the effectiveness of Nursing Care in achieving the planned outcomes

3. Interpersonal Relationships

- Build and maintain strong inter-departmental / directorate relationships
- Maintain and build strong relationships with colleagues and team members
- Possess an excellent level of communication skills
- Represent the Hospital in a professional manner at all times
- Maintain an open channel of communication between yourself, the patient and their family members
- Maintain an open communication channel between yourself, other team members and management
- Possess excellent listening skills
- Participate fully as a member of the ward / directorate team/s
- Part take in projects and team building activities

4. Organisation and Management of Care

- Possess a high level of organisational skills
- Deputise for the CNM in his / her absence
- Direct, Lead and Supervise Health Care Assistants as assigned / required
- Report any matters / issues which need to be addressed by management
- Participate in working groups / committees as required / assigned
- Ensure quality care is given at all times
- Manage allocated resources effectively and efficiently
- Maintain the appropriate skills mix of staff for patient dependency
- Bed/list management
- Be flexible and able to provide cross cover as required
- Lead on an agreed area of department management as allocated e.g. teaching research
- Assist in the development of systems and processes pertaining to nursing
- Act as a resource to staff to implement research based practice

- Assist in the development of nursing practice protocol
- Facilitate communication of standards, policies and procedures to relevant staff
- Participate in the development and education of Post Graduate and Under Graduate Student Nurses and Health Care Assistants
- Supervise and orientate new staff
- Be a resource for students and junior colleagues
- Assist in the identification of learning / training needs
- Co-ordinate mechanisms to record on-going education and training
- Assist with the development and implementation of education programmes
- Assist all junior staff to maintain high levels of competence

5. Personal and Professional 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 NMBI
- Participate in performance evaluation / review with your line manager, identifying areas for improvement and appropriate plans / measures to achieve them
- Provide feedback to the Clinical Nurse Manager or his / her nominee 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 the 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
- Participate in the audit of the clinical learning environment
- Support the development of personal portfolios
- Provide individual clinical training assistance where indicated

CORE COMPETENCY

1. Professional, Ethical Practice and Clinical Practice
2. Holistic Approach to Care and the Integration of Knowledge
3. Interpersonal Relationships
4. Organisation and Management of Care
5. Personal and Professional Development

General Responsibilities and Accountabilities

1. Confidentiality
   You will be aware of the confidential nature of Hospital work and in particular, the right of patients to confidentiality.

2. Policies & Procedures
   You are required to familiarise yourself with and adhere to all policy and procedural documents relevant to your position.

3. Hygiene Standards
   The highest standard of hygiene must be maintained in the Hospital at all times and all staff members are responsible for ensuring compliance with the Hospitals requirements and standards with regard to hygiene. It is the responsibility of all staff to have a fundamental understanding of their individual responsibility in maintaining departmental & site hygiene standards.

4. Health and Safety
   Ensure that effective safety procedures are in place to comply not only with the Safety, Health and Welfare at Work Act 2005 but also within the spirit of the Hospital's mission, vision and values, and they are known and followed by staff. You are required to familiarise yourself with the requirements of employees under the Safety, Health and Welfare at Work Act 2005 and to promote a work environment that is compliant with the Safety, Health and Welfare at Work Act 2005. Each staff member is individually responsible for ensuring that the Hospital remains a safe place to work.

5. Information Technology
   Ensure the most effective and efficient use of developments in information technology for administrative support in a manner, which integrates well with systems throughout the organisation.

6. Business Continuity Management
   Business Continuity Management (BCM) is a holistic management process that identifies potential impacts that threaten an organisation and provides a framework for building resilience and the capability for an effective response that safeguards the interests of its key stakeholders and reputation" (BS 25999) All Staff employed in the Mater Misericordiae University Hospital are obliged to:
   - make themselves familiar with the Organisational Business Continuity Plan
   - attend BCM education sessions provided for them
   - make themselves familiar with their individual roles as set out in their departmental business continuity plan if applicable and or the Organisational business continuity plan

7. Shift pattern with in the Dialysis unit various. Staff nurse in dialysis Unit covers a 7 days' week service including Bank holidays, Monday to Sunday and Twilight

Note:
These duties and responsibilities are reflection of the present service requirements and may be subject to review and amendment to meet the changing needs of the Hospital. The incumbent STAFF NURSE will be required to maintain, enhance and develop their professional knowledge, skills and aptitudes necessary to respond to a changing climate.

Job Title/Grade	STAFF NURSE
Department	DIALYSIS UNIT / CVRRE
Location	MMUH
Date	Nov 2026

Requirements	**Essential**	**Desirable**
Qualifications	Nursing Degree Registered General Nurse with the NMBI Post holders must maintain annual registration with the NMBI	Post Graduate Qualification in Renal Nursing
Experience	At least 2-year experience as a Registered General Nurse Renal/ dialysis experience	
Professional Knowledge	Clinical and Administrative Knowledge to carry out the role Knowledge of NMBI directives e.g. code of conduct, Medical Management, Scope of Practice Framework, Recording Clinical Practice Demonstrate ability to apply knowledge to best practice Knowledge of MMUH specialities Evident Clinical Knowledge Demonstrate commitment to continuous professional development Demonstrate commitment to providing the highest level of patient care and service	Evidence of interest in management and career progression
Core Aptitudes Planning & Organisational Skills	Good Organisational Skills Demonstrate Flexibility Show adaptability to change Ability to work under pressure	

	Excellent Attention to detail Ability to work on own initiative	
Strong leadership and influencing skills.	Ability to lead people Excellent listening skills Ability to influence others Ability to Manage conflict	
Excellent interpersonal and communication skills.	Excellent level of communication skills Ability to build and maintain relationships Ability to problem solve Demonstrate high level of team skills	
Other Skills	IT Skills	

Signatures: Paul Hynes DNM
Title: DNM CVRRE
Date: **Nov 2026**