



PERSON SPECIFICATION

Post: Staff Nurse (Respite Service)		Date Updated: June 2025
	Essential Criteria	Desirable Criteria
A. Qualifications and Experience:	<p>Eligible applicants will be those who on the closing date for the competition:</p> <ul style="list-style-type: none"> 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). 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. Eligible to work in the State. <p><u>Annual registration</u></p> <p>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).</p> <p>And</p> <p>Practitioners must confirm annual registration with the NMBI to Enable Ireland.</p>	<ul style="list-style-type: none"> Experience working with children with disabilities and their families/carers. Minimum of 1 year post qualification experience.
B. Organisational and Professional Knowledge:	<ul style="list-style-type: none"> Works within their scope of practice and takes measures to develop and maintain the 	<ul style="list-style-type: none"> Display a high level of clinical knowledge/skills. Understanding of HIQA standards and regulations

	<p>competence necessary for professional practice.</p> <ul style="list-style-type: none"> • 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 Service Owner. • Demonstrates knowledge of nursing theory and practice. • Demonstrate a clear understanding of the Social Model of Disability. • Demonstrates a person centred approach in the delivery of services to people with disabilities. • Broad knowledge of Enable Ireland Services. • Delivers care within a best practice/evidence based framework. • Have a working knowledge of Microsoft Office packages and service related database systems. 	
<p>CORE COMPETENCIES</p> <p>C. Planning and Organising of Activities and Resources:</p>	<p><i>The post holder will demonstrate an ability to:</i></p> <ul style="list-style-type: none"> • Manage a designated caseload. • Support Service Owners to access community based activities of their choice. 	
<p>D. Professional Development and Standards in Services:</p>	<ul style="list-style-type: none"> • Have an awareness and understanding of legislation and professional requirements in order to carry out their duties in a compliant manner that meets best practice. • Demonstrate sufficient clinical skills in assessment intervention and diagnostics 	

	<p>to meet the specific needs of the relevant caseload 0 – 18 generic services.</p> <ul style="list-style-type: none"> • Maintain accurate written nursing records and reports in accordance with professional guidelines • Promote health, welfare and social wellbeing of Service Owners in the service. 	
E. Integrity and Decision Making:	<ul style="list-style-type: none"> • Make decisions in an ethical manner, consistent with NMBI guidelines. • Recognise when further intervention/referral is required. • Demonstrate reflective practice techniques to inform and guide their practice. • Demonstrate knowledge and ability to intervene in nursing emergencies. 	<ul style="list-style-type: none"> • Experience in making decisions in consultation with the team. • Experience in including Service Owners/families/carers in decisions in a person centred approach.
F. Building and Maintaining Working Relationships:	<ul style="list-style-type: none"> • Develop and promote good interpersonal relationships with patients and their family/carers. • Ability to communicate at all levels within the service. • Disseminate information appropriately in a clear manner. • Develop and maintain communication links with other agencies as appropriate. • Excellent interpersonal and written communication skills. 	
G. Team Working:	<ul style="list-style-type: none"> • Participate as a team member in all aspects of service delivery including case conferences, clinical meetings and team meetings. • Ability to work collaboratively with others. • Understand complexity of team working. 	

H. Special Aptitudes and Circumstances:	<ul style="list-style-type: none"> • Is flexible, adaptable and open to change. • Demonstrate a pro-active approach to overall performance. • Innovative and creative. • Willingness to embrace service development and change. 	
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