



Staff Nurse

Children's Health Ireland Job Specification and Terms & Conditions

Job Title & Grade	Staff Nurse Grade Code: 2135
Campaign Reference	SN-CHI-07.2020
Closing Date	Rolling advert
Duration of Post	Permanent posts available. Please note that you must be eligible to work in Ireland and you must be able to commence in a CHI role within 3 months, from the date of your interview.
Location of Post	<p>Children's Health Ireland (CHI), comprises of the three children's hospitals at CHI at Crumlin, Dublin 12, CHI at Temple Street, Dublin 1 and CHI at Tallaght, Dublin 24 and the Paediatric Outpatients (OPD) and Urgent Care Centre (UCC), CHI at Connolly Hospital, Dublin 15. The new OPD and UCC in Tallaght is due to open in 2020.</p> <p>CHI's Programme Office, CHI Herberton is located in Rialto, Dublin 8 adjacent to the new children's hospital which is on the campus shared with St James's Hospital.</p> <p>This post can be based at CHI at Crumlin, Temple St, Tallaght or CHI at Connolly Outpatients & Urgent Care Centre.</p>
Context/ Background	<p>Children's Health Ireland (CHI) operates as a single service across the existing Dublin children's hospitals, Crumlin, Temple Street and Tallaght. Also, the paediatric outpatients and urgent care centres, Connolly which opened in July 2019 and Tallaght which is due to open in 2020. CHI governs and operates local paediatric services for the Greater Dublin Area and all national paediatric specialist services, some of which are on an all-island basis.</p> <ul style="list-style-type: none"> • 25% of our population are children under 18 years of age. The majority are healthy, however 1/4 of these are three-year olds who are obese, 16% of our children have a chronic disease, such as, diabetes, allergies and asthma. 2% are acutely ill or have complex care needs. • CHI currently has a staff of 3,600 delivering care annually to 334,500 children, young people and their families through 39 clinical specialities and 442 in-patient & day care beds. • 2019 activity: In-patients 24,500; Day cases 33,500; Outpatients 147,500; ED 129,000. <p>Ireland will have a world class new children's hospital that is purpose built to deliver the</p>



	<p>best care and treatments that are available for future generations to come.</p> <p>The new children's hospital, which will open in 2023 will bring together the three children's hospitals into a world class building on a campus shared with St James's Hospital. This will be a leading campus in healthcare and research in Ireland, a leading adult teaching hospital, a children's hospital and in time, a new maternity hospital, when the Coombe Women and Infants University Hospital is relocated on the campus.</p> <p>CHI is leading on the clinical and operational transformation on how children's healthcare will be delivered in the future to deliver better, safer and more sustainable healthcare in the future. The new hospital is planned as the first 'Digital Hospital' in the system with the implementation of an Electronic Healthcare Record, as well as, other evidence based standards, such as, 100% single rooms.</p> <p>Children's Hospital Programme is a major programme of work led by CHI, focused on transformative service change to enhance services for children, young people and their families, to integrate the three existing hospitals, while maintaining existing and new services, ensuring patient safety and quality until transition is complete.</p> <p><i>For further information about CHI, check out the 'About Us' section of our recruitment website www.CHI.jobs</i></p>
<p>Reporting Arrangements</p>	<p>This post will report to the:</p> <ul style="list-style-type: none"> • CNM2/CNM3 • Directorate Nurse Manager • Director of Nursing
<p>Key Working Relationships</p>	<p>The post holder will work closely with:</p> <ul style="list-style-type: none"> • CNM1/CNM2/CNM3 • Directorate Manager • Director of Nursing • Medical teams • Multidisciplinary Teams <p><i>Please note that this list is not exhaustive and key working relationships will change as the project moves from service development, construction completion, commissioning & transitioning to steady state.</i></p>



Purpose of the Role	<p>The post holder will work as part of the Nursing team in the provision of nursing care for children and their families.</p> <p>To provide clinical leadership to a designated nursing team and ensure the provision of high quality care. To act as a role model and expert clinical practitioner. To ensure the provision of a high standard of care to the children and their extended family is consistent with the mission, vision, values and strategic plan of the hospital. To assist in the safe, effective and efficient management of the department within allocated resources. To promote a progressive attitude to the continual improvement of patient care through research and evidence based practice. To undertake delegated responsibility for the department in the absence of the CNM/CNS. In carrying out these duties confidentiality surrounding the Child's admission & treatment must be maintained at all times.</p>
Principal Duties and Responsibilities	<p>Professional Duties and Responsibilities:</p> <p>CLINICAL PRACTICE</p> <ul style="list-style-type: none"> • To ensure the provision of excellent, evidence based nursing care for the children and their families. • Ensure that each child is assessed and that their care is planned, implemented and evaluated in negotiation with the family and that this is accurately documented. • Promote Family Centred Care and ensure the provision of a welcoming, caring and safe environment for the children and their families. • To act as an advocate for the child and family ensuring the provision of appropriate information and support services. • To communicate complex and sensitive information effectively to patients, carers and other staff, overcoming any barriers to understanding and providing support during distressing or emotional events. • Ensure that discharge planning is commenced at the point of admission, liaising with the multidisciplinary team, other departments and community services as necessary. • Develop and maintain the clinical skills and knowledge necessary to provide clinically effective, holistic, evidence based nursing care. This includes expanded role responsibilities, within the Scope of Professional Practice, following appropriate training. • To be competent in the administration and adhere to Hospital Medication Policy at all times. • Communicate effectively, promoting open and trusting relationships. • To be aware of the uses, safety precautions and handling of equipment in the department. • Assist in the development and review of policies and standards for the safe use of equipment and any new equipment introduced to the department. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • Ensure the provision of appropriate supervision and support to Post Graduate and Under Graduate Student Nurses. • Support the provision of effective communication between all members of the multidisciplinary team, other hospital departments, relatives and visitors. • Ensure quality care is given, by being familiar with agreed Hospital Guideline

Policies and Procedures.

- Manage allocated resources effectively and efficiently. This includes maintaining the correct skill mix of staff for patient dependency, bed/list management, utilisation of time and equipment.
- Assist in ensuring the safety of the department and the risk management process by actively participating in clinical audit, clinical risk and quality issues, including the managing and reporting of incidents.
- To ensure that all staff know where to access hospital policies and clinical procedure guidelines and that staff adhere to these at all times.
- To lead on an agreed area of department management e.g. infection control line, teaching research etc.
- Act as a team leader for a group of nurses, acting as a mentor/preceptor and facilitating their development through challenge and support.
- To lead and co-ordinate projects and team building activities.
- Participate in the process of recruitment and retention of staff. Master CHI Job Description (V6 updated 23-01-20).
- Promote and support the improving working lives philosophy and initiatives.
- To contribute to the appraisal process and, if required, disciplinary activities.
- Deputise for the department manager in their absence or when requested.
- Participate in events or publications that promote the Hospital and Children's Nursing.

EDUCATIONAL/ PROFESSIONAL DEVELOPMENT

- To actively assist in the education and practical training of Post Graduate and Under Graduate Student Nurses and Health Care Assistants at every opportunity, through formal and informal teaching to provide the mentorship / Preceptorship / teaching and assessing as required.
- Participate in the audit of the clinical learning environment.
- Supervise and orientate staff new to the area.

RESEARCH / INFORMATION TECHNOLOGY

- Be aware of new research with paediatric nursing and apply evidence-based research finding to practice.
- Participate in research programmes.
- Identify and develop tools to provide on-going audit of current practice.
- Ensure that he/she makes the most effective and efficient use of developments in information technology for both patient care and administrative support in a manner which integrates well with systems throughout the organisation.
- Participate in the collection, interpretation and presentation of data and information on the department's activities.
- To act as a preceptor for junior staff nurses.
- To be a resource for students and junior colleagues, facilitating the development of junior staff.
- Teach parents the clinical skills required to care for their child safely at home.
- Maintain own professional development and mandatory training.
- Demonstrate a professional approach to work and act in accordance with NMBI Code of Professional Conduct at all times.
- To have the knowledge of and adhere to ward and Hospital policy and professional standards. To ensure that team members do likewise.

	<ul style="list-style-type: none"> • To maintain confidentiality surrounding the child's admission and treatment at all times. • Ensure documentation is complete and up to date, in line with Hospital guidelines. • To identify own learning needs and ensure own professional development is maintained by keeping up to date with practice developments. • Participate in staff appraisal, staff development and in service training activities. <p><i>The above is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform her 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></p>
<p>Eligibility criteria, qualifications and experience</p>	<p>Essential Criteria:</p> <ul style="list-style-type: none"> • Registered Children's/Registered General Nurse with acute paediatric experience. • Proven track record in continuing professional development.
<p>Internal Applications</p>	<p>Children's Health Ireland employees, who hold a permanent contract, are eligible to apply for fixed term and specified purpose competitions across the five Children's Health Ireland sites. Employees who take up specified purpose or fixed term posts will retain their permanent substantive grade.</p>
<p>Knowledge, Skills & Competencies</p>	<p>Leadership & Direction</p> <ul style="list-style-type: none"> • Develops networks and communications systems to ensure that they are fully informed in a dynamic and challenging environment. • Is an effective leader and a positive driver for change; transforms the vision into a framework and structures for moving forward. • Understands the challenges of leading complex systems change. • Balances change with continuity – continually strives to improve service delivery, to create a work environment that encourages creative thinking and to maintain focus, intensity and persistence even under increasingly complex and demanding conditions. <p>Working With & Through Others - Influencing to Achieve</p> <ul style="list-style-type: none"> • Has significant experience in engaging with healthcare organisations. • Demonstrates the ability to work independently as well as work with a wider multidisciplinary / multi-agency team in a complex and changing environment. • Is persuasive and effectively sells the vision; commands attention and inspires confidence. • Sets high standards for the team and puts their work and the work of the organisation into meaningful context. • Has excellent influencing and negotiation skills. <p>Managing & Delivering Results</p> <ul style="list-style-type: none"> • Places strong emphasis on achieving high standards of excellence.

	<ul style="list-style-type: none"> • Commits a high degree of energy to well directed activities and looks for and seizes opportunities that is beneficial to achieving organisation goals. • Perseveres and sees tasks through. • Champions measurement on delivery of results and is willing to take personal responsibility to initiate activities and drive objectives through to a conclusion. <p>Critical Analysis & Decision Making</p> <ul style="list-style-type: none"> • Has the ability to rapidly assimilate and analyse complex information; considers the impact of decisions before taking action; anticipates problems. • Recognises when to involve other parties at the appropriate time and level. • Is willing to take calculated risks in the interests of furthering the reform agenda. • Makes timely decisions and stands by those decisions as required. <p>Building Relationships / Communication</p> <ul style="list-style-type: none"> • Possesses the ability to explain, advocate and express facts and ideas in a convincing manner, and actively liaise with individuals and groups internally and externally. • Is committed to building a professional network to remain up-to-date with and influence internal and external politics. • Is committed to working co-operatively with and influencing senior management colleagues to drive forward the reform agenda. • Has strong results focus and ability to achieve results through collaborative working. <p>Personal Commitment and Motivation</p> <ul style="list-style-type: none"> • Is personally committed and motivated for this complex role. • Demonstrates a strong willingness and ability to operate in the flexible manner that is essential for the effective delivery of the role. • Demonstrates a commitment to further education in health services management.
<p>Quality, Risk & Safety Responsibilities</p>	<p><i>It is the responsibility of all staff to:</i></p> <ul style="list-style-type: none"> • Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety. • Participate and cooperate with Children's Health Ireland Quality and Risk and Safety initiatives as required. • Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to: <ul style="list-style-type: none"> ➢ National Standards for Safer Better Healthcare. ➢ National Standards for the Prevention and Control of Healthcare Associated Infections. ➢ HSE Standards and Recommended Practices for Healthcare Records Management ➢ HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD). ➢ Safety audits and other audits specified by the HSE or other regulatory authorities.

	<ul style="list-style-type: none"> To initiate, support and implement quality improvement initiatives in their area which are in keeping with the hospitals continuous quality improvement programme. <p><i>It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department.</i></p>
<p>Health & Safety</p>	<p>These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in the appropriate department's safety statement, which must be read and understood.</p>
<p>Specific Responsibility for Best Practice in Hygiene</p>	<p>Hygiene in healthcare is defined as <i>"the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one's health, preventing the spread of disease and recognizing, evaluating and controlling health hazards."</i></p> <ul style="list-style-type: none"> It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices. Department heads/ managers have overall responsibility for best practice in hygiene in their area. It is mandatory to attend hand hygiene and sharps awareness workshops yearly.
<p>Competition Specific Selection Process</p> <p>How to Apply & Informal Enquiries</p>	<p>Please note that you must be eligible to work in Ireland and you must be able to commence in a CHI role within 3 months, from the date of your interview.</p> <p>Applicants will be shortlisted based on information supplied in the CV and covering letter submitted. Applications for this post must be accompanied by a covering letter, setting out relevant experience that illustrates how the essential criteria listed above is met. The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and/or the knowledge, skills and competencies section of this job specification.</p> <p>Please note that you must submit a cover letter with your CV, this forms part of your application and CV's will not be accepted without a detailed cover letter.</p> <p>Applications must be completed through the advertised post on CHI.jobs by clicking 'Apply for Job'.</p> <p>Applications must be made online through www.CHI.jobs and will not be accepted through direct email or any other method.</p> <p>For informal enquiries, please contact Suzanne Cullen Nursing Workforce ADON: Suzanne.cullen1@nchg.ie</p>



Panel/s	A panel may be created from which permanent, fixed term and specified purpose vacancies of a full or part time duration may be filled across the five Children's Health Ireland locations. The tenure of these panels will be indicated at offer stage.
Information on "Non-European Economic Area Applicants" is available from https://dbe.gov.ie/en/	
The programme outlined for Children's Health Ireland may impact on this role and as structures change the job description may be reviewed. Children's Health Ireland is an equal opportunities employer.	

Terms and Conditions of Employment Staff Nurse	
Duration of post	This is a permanent role.
Remuneration	Remuneration is in accordance with the salary scale approved by the Department of Health: Current salary scale with effect from 1 st January 2020: Staff Nurse – Code: 2135. Rising in increments annually from point 1: €30,009 to €46,501 incl. LSIs).
Annual Leave	Annual Leave entitlement is <ul style="list-style-type: none"> • 0 to 5 years -24days days per annum. • 5 to 10 years -25 days per annum. • More than 10 years -27 days.
Working Week	The hours allocated to this post are long days as a standard working day. The allocation of these hours will be at the discretion of the Department Head and in accordance with the needs of the service. HSE Circular 003-2009 "Matching Working Patterns to Service Needs (Extended Working Day/Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016" applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016).

<p>Probation</p>	<p>All employees will be subject to a probationary period as per the probation policy. This policy applies to all employees irrespective of the type of contract under which they have been employed. A period of 6 months' probation will be served:</p> <ul style="list-style-type: none"> • On commencement of employment. • Fixed term to permanent contract. • Permanent employees commencing in promotional posts will also undertake a probationary period relating to their new post.
<p>Pension</p>	<p>Employees of Children's Health Ireland are required to be members of the Hospitals Superannuation Scheme. Deductions at the appropriate rate will be made from your salary payment.</p> <p>If you are being rehired after drawing down a public service pension your attention is drawn to Section 52 of the Public Services Pension (Single and Other Provisions) Act 2012. The 2012 Act extends the principle of abatement to retired public servants in receipt of a public service pension who secure another public service appointment in any public service body.</p>
<p>Place of work/location</p>	<p>Various locations at CHI Crumlin, Temple St. and Tallaght.</p>
<p>Age</p>	<p>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.</p>
<p>Maternity Leave</p>	<p>Maternity leave is granted in accordance with the terms of the Maternity Protection Acts 1994 and 2001.</p>
<p>Payment of sick leave</p>	<p>Children's Health Ireland operates a Sickness Absence Management policy in line with the new Public Service Sick Leave Scheme as introduced on 31st March 2014.</p>
<p>Pre-Employment Health Assessment</p>	<p>Prior to commencing in this role a person will be required to complete a form declaring their health status which is reviewed by the hospital's Occupational Health Service and if required undergo a medical assessment with this department. Any person employed by Children's Health Ireland</p>



	<p>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.</p>
<p>Validation of Qualifications & Experience</p>	<p>Any credit given to a candidate at interview, in respect of claims to qualifications, training and experience is provisional and is subject to verification. The recommendation of the interview board is liable to revision if the claimed qualification, training or experience is not proven.</p>
<p>References</p>	<p>Children's Health Ireland will seek up to three written references from current and previous employers, educational institutions or any other organisations with which the candidate has been associated. The hospital also reserves the right to determine the merit, appropriateness and relevance of such references and referees.</p>
<p>Garda Vetting</p>	<p>Children's Health Ireland will carry out Garda vetting on all new employees. An employee will not take up employment with the hospital until the Garda Vetting process has been completed and the hospital is satisfied that such an appointment does not pose a risk to clients, service users and employees.</p>
<p>Ethics in Public Office 1995 and 2001</p> <p>Positions remunerated at or above the minimum point of the Grade VIII salary scale (€68,310 as of 01.09.2019)</p>	<p>Positions remunerated at or above the minimum point of the Grade VIII salary scale (€68,310 as at 01.09.2019) are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below;</p> <p>A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive Officer not later than 31st January in the following year.</p> <p>B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of the HSE and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive Officer. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive Officer.</p> <p>C) A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice</p>



Children's Health Ireland

	<p>published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission's website http://www.sipo.gov.ie/</p>
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