

## Role Profile

<b>Role Title</b>	<b>Clinical Nurse Manager II: Streaming Intervention Nurse (SIN)</b>
<b>Purpose of the Role</b>	The post holder will be responsible for early clinical decision making and early streaming of patients to appropriate care areas within or outside the Emergency Department (ED). Streaming is immediately following triage and should ensure judicious use of available resources, pathways, and early senior medical intervention. SIN model of care will help provide an appropriate service for ED patients, facilitating a timely assessment and treatment plan to reduce their overall length of stay in the ED.
<b>Department/Directorate</b>	Emergency Department, MED Directorate
<b>Key Reports</b>	Directorate Nurse Manager (ADON) or CNM III Professionally accountable to the Director of Nursing
<b>Key Direct Reports</b>	CNM I, Staff Nurses, Student Nurses, Health Care Assistant Staff
<b>Grade</b>	Clinical Nurse Manager II
<b>Salary Scale</b>	€58,485 - €73,904 (LSI x 1)
<b>Job Reference Number</b>	000314
<b>Enquiries To</b>	Ms Louise McDonagh, Assistant Director of Nursing, Emergency Department and Acute Floor Phone: (01) 410 3507; E-mail: lmcdonagh@stjames.ie  Or  Mr Thomas Fitzsimons, Clinical Nurse Manager III, Emergency Department and Acute Floor Phone: (01) 416 2780; E-mail: thfitzsimons@stjames.ie
<b>Closing Date</b>	Sunday, 28 <sup>th</sup> April 2024

### Key Duties and Responsibilities

The role of the CNM II Streaming Intervention Nurse (SIN) is to:

- Assess patient post triage and/or assessing of non-ambulatory patients.

- Perform health assessment, plan, and initiate care and treatments early in the patient journey (safety netting patients early).
- Patients will have a full rapid evaluation and relevant interventions i.e ECG, bloods, CXR, IV access, ICP, analgesia, and re-assessment. Determine patient's chief complaint/presenting problem and thus patient priority. Risk stratification of patients to acute area or zone 4.
- Patients will be decanted to appropriate area with their initial clinical management plan/pathway.
- Investigations which have been front loaded can then be reviewed by a senior medical clinician. Appropriate disposition decision.
- Collaborative development of clinical guidelines/algorithms with ANP, incorporating assessment, diagnosis management, and disposition.
- Development of discharge pathways to include primary care teams, PHN, and Occupational Therapy.
- Undertake clinical audit with the cANP specifically looking at PET/patient outcomes and review effectiveness of the service.
- Provide nursing care at senior level and offer support to other nursing staff.
- To work collaboratively with the ED Consultant/cANP in providing timely access to services.
- Provide care through the use of diagnostics and providing early therapeutic interventions.
- Working with the multidisciplinary team and developing links outside the ED to provide the best patient outcomes (MSW/PHN/ICPOP/CIT/Physiotherapy).
- Appropriate disposition of patients through the department to reduce overcrowding and unnecessary boarding of patients.
- Communicates effectively to the CNM II, multidisciplinary team, and key stakeholders.
- Is aware of and understands the need to adhere to hospital and/or professional standards, policies and procedures, relevant to their area of practice.
- Communicates effectively in English language, written, and spoken, as appropriate to job requirements.
- Participate and cooperate with legislative and regulatory requirements in relation to Health and Safety as outlined in the Safety, Health and Welfare Act 2005 and the Hospital Safety Statement.

\* The above Role Profile 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 him/her/them from time to time and to contribute to the development of the post while in office. This Role Profile will be subject to review in the light of changing circumstances.

### **Academic/Professional Qualifications and/or relevant Experience**

#### **Required:**

- Registered General Nurse with The Nursing Midwifery Board of Ireland (NMBI), or eligible to register.
- 5 years post-registration experience in an acute hospital/relevant clinical area within the last 7 years.
- Demonstrate management experience throughout the last 2 years.
- Postgraduate qualification in Emergency Nursing.

#### **Desirable:**

- Management course.

### Technical/Clinical Competencies

Please note for each of the required technical/clinical competencies below, you will be required to provide examples of your current level of knowledge, skill, and/or experience for each of these under the **Application Questions** section of the application form.

Simply enter each of the below as a heading and provide your knowledge, skills, and/or experience in the corresponding numbered box under the **Application Questions** section of the application form.

**Required:**

1. Demonstrate I.T. skills.
2. Experience in teaching and assessing the Nursing and HCA Team throughout the last 2 years.

**Desirable:**

- N/A

**SJH Behavioural Competencies** *(These behavioural competencies will be assessed in detail at the interview stage. You are not required to include written examples of behavioural competencies in the online application form. However, during the interview, you will be required to provide examples of when you previously demonstrated these competencies.)*

Competency Required	Level Required	The following “ <u>descriptors</u> ” are a further clarification of the behaviours required.
<b>People Management</b>	Up to Level 3	<ul style="list-style-type: none"> <li>• Allocates responsibilities fairly among team members to effectively manage caseloads/workloads.</li> <li>• Empowers staff to carry out their responsibilities, according to the needs of the service/department.</li> <li>• Makes consistent and transparent decisions in relation to people, when all options are considered.</li> <li>• Supports others, both formally and informally, seeking to develop the skills and abilities of team members.</li> </ul>
<b>Leadership Potential</b>	2	<ul style="list-style-type: none"> <li>• Embraces organisational change initiatives, filling structure/roles to support it.</li> <li>• Able to follow through on commitments and bring new ideas/initiatives to fruition (at local level).</li> <li>• Understands importance of getting input and commitment from others when seeking involvement.</li> <li>• Motivates others to act.</li> </ul>

<b>Communication</b>	3	<ul style="list-style-type: none"> <li>Creates a culture of open communication to maintain a climate of trust and honesty.</li> <li>Supports ideas with appropriate research and information to persuade others.</li> <li>Tailors the content and method of communication to their audience's level of expertise.</li> </ul>
<b>Quality &amp; Safety Service</b>	3	<ul style="list-style-type: none"> <li>Empowers staff to provide quality of service; ensures regular quality audits are carried out and findings are actioned and followed through.</li> <li>Champions initiatives to improve quality of services.</li> <li>Promotes and enables a culture of safety.</li> </ul>
<b>Planning &amp; Organisation</b>	3	<ul style="list-style-type: none"> <li>Builds and uses extended networks of influence for planning and organising workload.</li> <li>Develops operational plans and monitors performance and progress on achieving long and short term goals.</li> <li>Is active in planning for and managing all resources vis a vis the service demands. Escalates expected gaps and shortfalls for remedial action.</li> </ul>
<b>Continuous Development – Personal &amp; Professional</b>	3	<ul style="list-style-type: none"> <li>Is an advocate for the hospital/department by consistently projecting a professional image, promoting the highest standards.</li> <li>Encourages investment in continuous learning, at hospital level and in partnership with affiliated and/or other relevant third level institutions as appropriate, and is a role model for others in this regard.</li> <li>Promotes and supports inter-disciplinary working and associated learning. Furthers same.</li> </ul>
<b>Competency Desirable</b>	<b>Level Required</b>	<b>Appropriate Descriptors</b>
N/A		

### **Proficiency in the English Language**

A level of proficiency in the English language, written and spoken, is a requirement of all roles within St. James's Hospital. You will be required to self-assess your proficiency level in the Standard Application Form. **In addition, your proficiency in spoken English will be assessed during the interview process appropriate to the role available.**

### **Particulars of Office**

1. The appointment to this post will be **permanent, full-time, and pensionable.**
2. Annual leave allowance is **25 - 28 days per annum.**
3. The person appointed must not give less than **two months' notice**, in writing, of intention to resign.
4. Normal working hours will be **37.5 hours per week.**
5. You will be required to work the agreed roster / on call arrangements advised to you by your line manager. Your 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.
6. Incremental credit is normally granted on appointment, in respect of previous relevant experience in the Civil Service, local authorities, health service, public service bodies and other agreed relative experience.

### **General Conditions**

1. The Hospital Board will not be responsible for the loss or theft of personal belongings.
2. Fire orders must be observed and staff must complete fire training every 2 years.
3. All accidents within the department must be reported immediately.
4. In accordance with the "Safety, Health and Welfare at Work Act 2005", all staff must comply with all safety regulations.
5. St. James's Hospital is a Tobacco Free Campus. The use of Tobacco or Electronic Cigarettes is not permitted within the Hospital Buildings or on the grounds.

### **Confidentiality**

In the course of your employment you may have access to or hear information concerning the medical or personal affairs of patients and/or staff, or other health services business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

### **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.

### **Infection Control & Hygiene**

It is the responsibility of all staff across the hospital to ensure that infection control and hygiene standards are adhered to and maintained at all times.

### **Recruitment Process**

- Approval to Hire (VAF process)
- Hiring Manager – Role Profile
- Advertising
- Application Process (Online Application Form)
- Shortlisting of Candidates will be based on information provided in the Online Application Form
- Interview Process
- All applicants who move to the 2<sup>nd</sup> stage of the Selection process (i.e. post interview) will be subject to Reference Checking X 2, Garda E Vetting and Occupational Health Screening (Questionnaire)
- All successful external candidates who take up appointment will be required to attend Mandatory Induction Programme

### **Application Procedure**

To apply for this position, please complete the relevant online application form in full by no later than **Sunday, 28<sup>th</sup> April 2024.**

A panel may be formed from which future vacancies will be filled

**St. James's Hospital is an Equal Opportunities Employer**