

Role Profile

Role Title	Staff Nurse: Mental Health
Purpose of the Role	The delivery of mental health nursing is underpinned by the therapeutic use of self and the adoption of a holistic approach. The promotion of mental health and well-being and the adoption of the principles of recovery are promoted in conjunction with service user choice. The mental health 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 mental health nurse will provide holistic, person centred care, promoting optimum independence, and enhancing the quality of life for service users.
Department/Directorate	Jonathan Swift Clinic, Psychiatry Department
Key Reports	Clinical Nurse Manager II Professionally Accountable to the Director of Nursing
Key Direct Reports	Support Staff, Student Nurses as appropriate
Grade	Staff Nurse Mental Health
Salary Scale	€34,664 - €51,952 (LSI x 1)
Job Reference Number	000196
Enquiries To	Ms Mairéad Kelly, Assistant Director of Nursing, Jonathan Swift Clinic, Psychiatry Department Phone: (01) 428 4015; E-mail: mdkelly@stjames.ie
Closing Date	Sunday, 10 th March 2024

Key Duties and Responsibilities

A Staff Nurse is a Registered Nurse who is involved in direct patient care with the responsibility of providing the highest standard of evidence based nursing care in partnership with other health care professionals.

- Their role is to promote mental health and recovery, develop therapeutic relationships with patients, and help patients cope with illness.
- Responsibilities include assessing, planning, delivering, and evaluating highly specialised nursing care, using a holistic approach.
- When providing direct patient care, they observe, assess, and record symptoms, responses, and progress.
- They also supervise and assess Student Nurses and other junior staff in the clinical area.
- Participate as a multidisciplinary team member in delivering the plan of care while contributing the unique nursing perspective to enhance service user care.
- The Registered Nurse must adhere to Code of Professional Practice and Behaviours.
- 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 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:

- Be a Registered Psychiatric Nurse with The Nursing Midwifery Board of Ireland (NMBI), or eligible to register.
- AND**
- Minimum of six months experience (postgraduate or undergraduate) in Mental Health Nursing.

Note: Post holders must maintain annual registration with NMBI.

Desirable:

- N/A

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:

- Be able to demonstrate working knowledge of the Mental Health Act 2001, its associated rules, regulations, and codes of practice.
- Experience in teaching and assessing junior staff/nursing students.

Desirable:

- Basic I.T. skills.
- Basic Life Support.

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 “ descriptors ” are a further clarification of the behaviours required.
Communication	1	<ul style="list-style-type: none"> Listens openly, using questions to check for understanding/ avoid misinterpretation. Knows when, how, and whom to contact on various issues Knows when to talk and when to listen.
Team Player	1	<ul style="list-style-type: none"> Helps others: proactively takes on different roles according to the needs of the team. Is aware of how their behaviour might impact on others. Is aware of the wider team goal and seeks to deliver on own contribution to this wider team.
Continuous Development – Personal & Professional	1	<ul style="list-style-type: none"> Understands own scope of practice, and maintains appropriate and professional boundaries. Learns quickly and keeps up to date with new ideas procedures and IT systems. Is receptive to constructive feedback: acknowledges own limitations and recognises development opportunities
Quality & Safety Service	1	<ul style="list-style-type: none"> Strives to achieve results in quality and safety. Understands the role of multi-disciplinary teams for patient care/ customer service and quality. Seeks input from others where appropriate. Demonstrates compassion and consideration to all at all times.
Competency Desirable	Level Required	Appropriate Descriptors
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 **24 - 27 days per annum.**
3. The person appointed must not give less than **one month's 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 will be liable to change based on the 24 hour / 7 day week roster system in place across the hospital. You may be required to work overtime on an exceptional basis depending on work requirements.
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 Standard Application Form
- Interview Process
- All applicants who move to the 2nd stage of the Selection process (i.e. post interview) will be subject to Reference Checking X 2, Garda Clearance and Occupational Health Screening (Questionnaire).
- All external successful candidates who take up appointment will be required to attend a 1 week Mandatory Induction Programme.

Application Procedure

To apply for this position, please complete the relevant online application form in full by no later than **Sunday, 10th March 2024.**

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

St. James's Hospital is an Equal Opportunities Employer