ST. VINCENT'S UNIVERSITY HOSPITAL
Elm Park

ST. VINCENT'S HEALTHCARE GROUP
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Job Description and Person Specification

Staff Nurse – Pathway to ICU

Permanent Vacancies

Reference: HR26E108

Closing Date for Applications: Friday, 20th March 2026

Interview Date: Tuesday, 28th April 2026

HR Business Services,
St Vincent's University Hospital,
Elm Park,
Dublin 4.

Contact: 01 221 6062 or recruitment@svuh.ie

Section 1: Accountability and Working Relationships

Title:	Staff Nurse
Professionally accountable to:	Director of Nursing
Reports to:	Clinical Nurse Managers Assistant Director of Nursing Directorate Nurse Manager Director of Nursing
Key working relationships:	Nursing and Medical Personnel Health and Social Care Professionals
Working Hours:	75-hour fortnight

Section 2: Job Summary

Role Summary:

This is a Level 8 programme which runs over a 6 month period, which includes an orientation programme followed by an intermediate programme. Candidates are not required to have previous experience in Intensive Care nursing. Progression to undertake the Graduate Diploma in Critical Care Nursing (Level 9) is available upon successful completion of this programme.

Key Duties and Responsibilities:

- Provide and maintain a high standard of nursing care in accordance with Hospital policies, procedures and guidelines and the scope of nursing practice framework.
- Contribute as a key member of the ward team in the provision of holistic, professional care to patients.
- Ensure that the privacy, dignity and confidentiality of the patient is respected and maintained at all times having regard to the Philosophy and Mission Statement of the hospital.
- Participate in and provide clinical nursing care for patients while ensuring regular contact with patients at all times.
- Prioritise patient care and workload to ensure effective care and patient safety is maintained.
- Maintain all nursing records accurately ensuring that patient confidentiality is respected and maintained. Adhere to nursing policies with regard to nursing documentation.
- Document and report to CNM and/or Assistant Director of Nursing all incidents/accidents/near misses or complaints and participate in any subsequent investigation as requested.
- Take responsibility, if required, for co-ordinating the care of patients in the ward/unit in the absence of the Clinical Nurse Manager.

- Assist in the supervision and delegation of patient care to nursing support staff and student nurses as appropriate.
- Observe and comply with Hospital policies and procedures and Health and Safety regulations.
- Update yourself regularly on new policies, developments and clinical practices in the hospital and at ward level. Seek clarification and understanding of implications of new practices for your patients and ward area.
- Be responsible for the safe administration of medications.
- Maintain a safe environment for the patient at all times, and take appropriate action as necessary.
- Liaise with and ensure good relationships with all members of the multidisciplinary team in the hospital.
- Communicate with patient's relatives and visitors with courtesy and consideration.
- Assist with the requisitioning of supplies.
- Use equipment efficiently and properly to promote good care and prevent waste.
- Ensure the good maintenance and smooth running of the ward by advising the CNM of defects in services or equipment and any other perceived problems.
- Participate in staff meetings, team meetings and committees as required.
- Actively participate in Continuing Professional Development meetings with the CNM, and engage in service development and progressing patient care to the highest standard within your ward.
- Comply with Nurses and Midwifery Board of Ireland (NMBI) Code of Professional Conduct.

Section 3: Competencies

Domain 1: Professional / Ethical Practice

The Staff Nurse will:

1.1. Practice in accordance with legislation affecting nursing practice.

- Integrate accurate and comprehensive knowledge of ethical principles, the Code of Professional Conduct and within the scope of professional nursing practice in the delivery of nursing practice.
- Fulfil the duty of care in the course of nursing practice.
- Implement the philosophies, policies, protocols and clinical guidelines of the health care institution.
- Respond appropriately to instances of unsafe or unprofessional practice.
- Integrate knowledge of the rights of clients and groups in the health care setting.
- Serve as an advocate for the rights of clients or groups.
- Ensure confidentiality in respect to records and interactions.
- Practice in a way that acknowledges the differences in beliefs and cultural practices of individuals/groups/communities.

1.2. Practice within the limits of own competence and takes measures to develop own competence.

- Determine own scope of practice utilising the principles for determining scope of practice in the Scope of Nursing and Midwifery Practice Framework document.
- Recognise own abilities and level of professional competence.
- Accept responsibility and accountability for consequences of own actions or omissions.
- Consult with supervisors if allocated nursing assignments are beyond competence.
- Clarify unclear or inappropriate instructions.
- Formulate decisions about care within the scope of professional nursing practice.

Domain 2: Holistic Approaches to Care and the Integration of Knowledge

The Staff Nurse will:

2.1. Conduct a systematic holistic assessment of client needs based on nursing theory and evidence-based practice.

- Use an appropriate assessment framework safely and accurately.
- Analyse data accurately and comprehensively leading to appropriate identification of findings.
- Incorporate relevant research findings into nursing practice.
- Promote research designed to improve nursing practice.

2.2. Plan care in consultation with the client taking into consideration the therapeutic regimes of all members of the health care team.

- Establish priorities for resolution of identified health needs.
- Identify expected outcomes including a time frame for achievement.
- Identify criteria for the evaluation of the expected outcomes.
- Plan for discharge and follow up care.

2.3. Implement planned nursing care/interventions to achieve the identified outcomes.

- Deliver nursing care in accordance with the plan that is accurate, safe, comprehensive and effective.
- Create and maintain a physical, psychosocial, and spiritual environment that promotes safety, security and optimal health.
- Provide for the comfort needs of individuals.
- Act to enhance the dignity and integrity of individuals/clients/groups/ communities.

2.4. Evaluate client progress toward expected outcomes and review plans in accordance with evaluation data and in consultation with the client.

- Assess the effectiveness of nursing care in achieving the planned outcomes.
- Determine further outcomes and nursing interventions in accordance with evaluation data and consultation with the client.

Domain 3: Interpersonal Relationships

The Staff Nurse will:

3.1. Establish and maintain caring therapeutic interpersonal relationships with individuals / clients / groups / communities.

- Reflect on the usefulness of personal communication techniques.
- Conduct nursing care-ensuring clients receive and understand relevant and current information concerning health care.
- Assist clients/groups/communities to communicate needs and to make informed decisions.

3.2. Collaborate with all members of the health care team and document relevant information.

- Participate with all health care personnel in a collaborative effort directed toward decision-making concerning clients.
- Establish and maintains accurate, clear and current client records within a legal and ethical framework.

Domain 4: Organisation and Management of Care

The Staff Nurse will:

4.1. Effectively manage the nursing care of clients/groups/communities.

- Contribute to the overall goal/mission of the health care institution.
- Demonstrate the ability to work as a team member.
- Determine priorities for care based on need, acuity and optimal time for intervention.
- Select and utilise resources effectively and efficiently.
- Utilise methods to demonstrate quality assurance and quality management.

4.2. Delegate to other nurse's activities commensurate with their competence and within their scope of professional practice.

- When delegating a particular role / function account is taken of the principles outlined in the Scope of Nursing and Midwifery Practice Framework.

4.3. Facilitate the co-ordination of care.

- Work with all team members to ensure that client care is appropriate, effective, and consistent.

Domain 5: Personal and Professional Development

The Staff Nurse will:

5.1. Act to enhance the personal and professional development of self and others.

- Demonstrate a commitment to lifelong learning.
- Contribute to the learning experiences of colleagues through support, supervision and teaching.
- Educate clients/groups/communities to maintain and promote health.

Section 4: Training and Education

The Staff Nurse will:

- Participate in the Preceptorship Programme for pre-registration BSc nursing students.
- Assist with the orientation and induction of new staff.
- Assist in the teaching and supervision of registered and student nurses and participate in the evaluation of their progress.
- Assist in the training of nursing support staff.
- Comply with all policies in relation to health and safety at ward level especially:
    - Fire Prevention
    - Moving and Handling
    - Major Incident
    - Waste Disposal
    - Risk Management
- Keep abreast of new developments in nursing
- Actively engage in professional development and undertake Continuous Professional Development (CPD) planning and recording
- Participate actively in in-service education programmes
- Undertake and complete all mandatory training requirements within compliance timeframes e.g. patient and manual handling.

The above Job Description 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 document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis. The Hospital Structure is currently under review and therefore, reporting relationships may change.

Informal Enquiries or Role Specific Enquiries: Mr Dennis Wedgeworth, Assistant Director of Nursing.
Email: deniswedgeworth@svhg.ie

Section 5: Person Specification

Factors	Essential	Desirable
Qualifications	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). **Please note that this vacancy is open only to candidates who hold an active NMBI PIN number; decision letters will not be accepted.** **And** 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.	
Experience (Length and type)	Candidates must have at least six months' post-registration experience in an acute hospital setting (Model 3 or Model 4) within the previous two years. **Or** Completed an internship in an Acute Level 4 Hospital within the last 2 years	Have relative experience in the area you are interested in.
Competencies	Possess or demonstrate potential to develop the following generic nursing management competencies: • Professional / Ethical practice • Have a holistic approach to care and the integration of knowledge • Interpersonal relationships • Organisation and management of care • Personal and professional	

	development	
Health	Candidates 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.	
Character	Candidates for and any person holding the office must be of good character.	

Particulars of Office

The appointment is: Whole-time, Permanent, Pensionable

A panel may be formed to fill future positions.

Annual Salary: €37,788 - €56,032 LSI 1 per annum pro rata **(01/02/2026)**

These particulars are subject to change in line with overall public pay policy.

Candidates should expect to be appointed on the minimum of the salary range and in accordance with the Department of Finance guidelines.

Probationary Period: The appointee shall hold office for a probationary period of six months – The Hospital's Probation and Induction policy will apply.

Pension Scheme: The candidate will be entered into one of the Hospital Superannuation Schemes.

Working Hours: The person appointed will work a basic 37.5 hour week. You will be required to work the agreed roster / on call arrangements advised to you by your line manager.

Annual leave entitlement: 24 days per annum pro rata (25 after 5 years and 27 after 10 years qualified excluding breaks and service)

Additional Information

Confidentiality:

During the course of employment staff may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and unless acting on the instruction of an authorised officer, such information must not 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.

Hygiene:

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission

of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St Vincent's University Hospital's quality system to ensure the safety and well-being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

Policies / Legislation:
All Hospital policies and procedures form an integral part an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice.
Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

Please note the following:
- The Hospital Board is not responsible for loss or theft of personal belongings
- Fire orders must be observed and staff must attend the fire lectures periodically
- All accidents within the department must be reported immediately.
- In line with the Safety, Health and Welfare at Work Act (2005), smoking within the Hospital Building is not permitted.
- All staff are advised to avail of Hepatitis B Vaccination with Occupational health
- The use of personal mobile phones is prohibited.
- St. Vincent's University Hospital buildings and grounds are **smoke-free**.

Application Process: St. Vincent's University Hospital is an equal opportunities employer and is committed to promoting an environment free from discrimination in accordance with the Employment Equality Acts 1998 and 2004. The Hospital values diversity and recognises the benefits of having a workforce that reflects the community we serve. We are committed to equality of access to positions within the Hospital. All recruitment activity and documentation will encourage applications from all potential candidates without discrimination.

Interested candidates should apply for vacancies of interest by visiting the Hospital Careers pages: http://www.stvincents.ie/Home/Careers.html

- Note the closing date(s) for the submission of on-line applications are specified on the list of vacancies. St. Vincent's University Hospital are not able to accept late applications.
- It is the applicant's responsibility to ensure that they apply well in advance of the closing date.
- Any applications which are still in progress but have not been submitted after the closing date will not be registered by our Web Recruitment System.
- Applications for St. Vincent's University Hospital job vacancies will only be accepted through our Web Recruitment System.
- St. Vincent's University Hospital may only take into account technical issues raised by an applicant if advised to our Human Resources Department prior to the advertised closing date.

Non-European Economic Area Applicants*:* While St. Vincent's University Hospital is an equal opportunities employer, in line with current Department of Jobs, Enterprise and Innovation Employment Permit requirements, applications from non European Economic Area (EEA) will only be considered in the event that an EEA citizen cannot be found to fill the vacancy. Please note that if you are a NON-EEA applicant and are unable to supply documents (listed on www.djei.ie), you are not entitled to participate in this recruitment competition. This is in accordance with the EU Community Preference Rule. Further information is available at www.djei.ie.

Former Public Service employees: Eligibility to compete may be affected where applicants were formerly employed by the Irish Public Service and previously availed of an Irish Public Service Scheme including:

- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Collective Agreement: Redundancy Payments to Public Servants

Applicants should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. This is a non-exhaustive list and any queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

Persons in receipt of a pension from specified Superannuation Schemes: Former Health Service and Public Sector Employees must adhere to the relevant prohibition of re-employment provisions where they have previously availed of a Public Service Voluntary Early Retirement or Ill Health Retirement Pension from any of the following Pension schemes:

- Local Government Superannuation Scheme (LGSS)
- Health Service Executive Employee Superannuation Scheme
- Voluntary Hospitals Superannuation Scheme (VHSS Officers/Non Officers)
- Nominated Health Agencies Superannuation Scheme (NHASS)
- Other Public Service Superannuation Scheme

Among the Voluntary Early Retirement Schemes referred to above are the following:

- Incentivised Scheme of Early Retirement (ISER)
- Voluntary Early Retirement Scheme 2010 (VER)

Prospective candidates must satisfy themselves as to their eligibility to be employed applying / competing for posts to be filled through this recruitment campaign.

Abatement of Pension (Section 52 of Public Service Pensions Act 2012): Where a person who is in receipt of a Public Service Pension (e.g. retired on voluntary age grounds) is subsequently appointed to another Public Service post, the Abatement of Pension Regulations apply. This means that in a situation where the total of a person's pension combined with their salary from their new post, exceeds the uprated (current) salary of the position from which they retired, his/her pension is reduced by any such excess amount. This provision applies irrespective of whether the relevant pension was accrued in the same Pension Scheme which applies to the new appointment, or in another Public Service Pension Scheme.

Shortlisting: Shortlisting will be carried out on the basis of information supplied on your curriculum vitae. The criteria for shortlisting are based on the requirements of the post as outlined in the Person Specification. Failure to include information regarding these requirements on your CV may result in you not being called forward to the next state of the recruitment process.

All overseas qualifications must be validated. No candidate can work in the Hospital without validated qualifications. If professional registration is also a requirement, candidates must provide documentation of same.

Canvassing will automatically disqualify.

Please note that you will be contacted mainly by mobile phone and email. It is important that your mobile phone number, postal address and email address are correct. It is your responsibility to ensure

that you have access to your mobile voice mails and emails. We recommend that you use an email address that you have regular access to.

Competency based interviews follow the shortlisting stage of the recruitment process. Credit is awarded by the interview panel to candidates who demonstrate at interview that they possess the experience, competencies and skills listed in the person specification. Candidates will normally be given at least one weeks' notice of interview. All interviews are held remotely unless it is specifically noted otherwise in the Job Description. No subsequent or alternative dates to dates given will be offered to candidates. All posts are located in St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically noted otherwise in the Job Description.

Disability: Please let us know if you need any special assistance at interview, e.g. if you have difficulty in moving up or down stairs or have hearing or speech difficulties.

Candidates are notified of the result of their interview at the earliest possible date after the interview. The recommendation of the interview panel does not constitute a job offer. The process continues after the interview and includes clearance checks such as references, Garda clearance, occupational health clearance, validation of qualifications and experience. A job offer is made pending satisfactory clearances. SVUH reserves the right to remove candidates from specific recruitment panels and retract job offers if satisfactory clearances cannot be obtained or are deemed unsatisfactory.

For some recruitment competitions a panel of successful candidates may be formed as a result of the interviews. Candidates who obtain a place on the panel may, (within the life of the panel), be considered for subsequent approved vacancies. Candidates are placed on a panel in order of merit. A panel is typically live for 6 months.

It is normal procedure that candidates be placed on the first point of the relevant salary scale in accordance with the Department of Finance guidelines.

Declaration: Please read your application carefully and check for any errors or omissions. False declaration or omission in support of your application will disqualify you from appointment.

Benefits of working at St Vincent's University Hospital

St. Vincent's University Hospital is a recognised *Employer of Choice* in Ireland and was the first public hospital to be awarded *Joint Commission International Accreditation* in February 2010. The range of benefits of working in the hospital includes:

- Competitive salary and increments
- Defined benefit pension scheme
- Paid maternity leave scheme
- Access to excellent learning and development opportunities
- Support, including leave and/or financial, is available to employees for approved courses
- Onsite and online library facilities
- Subsidised staff restaurant
- Various flexible working hours options available in many areas
- Time off and leave options to promote work life balance and family friendly working arrangements
- Subsidised pharmacy - employees may purchase discounted medication from the Pharmacy on production of a prescription resulting in significant savings.
- Generous sick pay scheme and Occupational Health Services to support attendance including free flu vaccination for employees
- Access to subsidised gym facilities
- Access to health services credit union

- Group discount on health insurance
- Free membership of Groupschemes.com which provide hundreds of discounts to members of the scheme and direct access to a wide range of savings on day-to-day items across a wide range of products and services including travel, clothing, motor, health and wellbeing, music and entertainment.
- Tax saver commuter ticket scheme - employees can save up to 48% of travel costs as a result of tax savings
- Cycle to Work Scheme and changing facilities
- Access to Health Promotion services including smoking cessation programme
- Active Social Committee
- Excellent access to public transport including dart and bus routes.

This document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.

Date: March 2026