



ST. JOSEPH'S FOUNDATION

Bakers Road, Charleville, Co. Cork

Phone (063) 21671 Fax (063) 81116

Website: www.stjosephsfoundation.ie.

St. Joseph's Foundation is a voluntary organisation providing comprehensive services for people with intellectual disabilities. Founded in 1968 the Foundation has grown through continuously responding to the needs of people with intellectual disabilities and their families. The Foundation presently provides early intervention, pre-school, school, adult day services, residential, respite care, elder care and home support in the North Cork and South West Limerick region. We have day services in Charleville, Mitchelstown and Liskennett with residential services in Co Limerick: Ballylanders, Croom, Ballyagran, Bruree, Kilmallock, Dromcollogher and in Co Cork: Charleville, Dromina, Newtownshandrum, Buttevant and Newmarket. **Applications are invited for the following posts:-**

STAFF NURSES – RESIDENTIAL SERVICES (rostered 5/7) **Permanent Posts Full time, Part time & Relief**

The ideal candidates will have:-

- A qualification in Nursing and Registered with An Bord Altranais (R.N.I.D. qualification desirable).
- The ability to work on his/her own initiative and supervise service users/staff
- Experience in managing behaviour which challenges

Informal enquiries to Ms. Catherine O'Connell, Head of Client Services – 087 8541630

Notes:

- Qualifications must be validated with the Department of Health & Children if studies were completed outside Ireland.
- Department of Health & Children Salary Scales of 01/11/2013 apply.
- A full Irish/EU Driving Licence and indemnification of the Foundation on your car insurance policy is a requirement of the posts.
- Panels of suitably qualified persons may be formed from which further vacancies may be filled.
- **Application forms** and further details are available by **contacting** or **e-mailing** monicaosullivan@stjosephsfoundation.ie.
- Closing date for receipt of completed application forms is **Friday January 18th 2019**

St. Joseph's Foundation is an equal opportunities employer.

JOB DESCRIPTION

JOB TITLE:

Staff Nurse

REPORTING

RELATIONSHIP TO:

Area Manager, Person In Charge (PIC), Client Services Manager or a designated manager.

ACCEPTS REPORTING

RELATIONSHIPS FROM:

Volunteers, staff as assigned.

LIAISE WITH:

All staff in Adult /children's Services and Multidisciplinary Team.

INITIAL HOURLY

COMMITMENT:

As per contract

Day Services – 35 hours per week.

Residential Services – 39 hours per week.

Relief – as and when required

INITIAL ASSIGNMENT:

Day duty 9.00 am to 4.30 pm /Rostered 5/7 duty in residential in any one of the locations of St. Joseph's Foundation in accordance with the rosters and mobility programme operated by the service.

JOB GOAL:

- 1. To listen to, learn from, support and work to achieve the priorities of the service users and to monitor and meet their physical/mental/social/emotional and behavioural needs and in compliance with the Health Care Act 2007 (Care and support of residents in designated centres for persons (Children and Adults) with disabilities) regulations 2013 and the Provision of the Childcare Act 1991 and all relevant regulations and standards that apply to Children in care.**

Main Duties

2. Responsible for the general well being of service users in care.
3. To provide care of a physical, psychological and social nature for service users.
4. Recognise and report physical/social/emotional problems and assist in the implementation of programmes to counter act same.
5. To deliver care in a professional manner and in line with HIQA requirements if working a residential setting.
6. If working in a residential setting care for the day to day needs of the residents in compliance with the Health Care Act 2007 (Care and support of residents in designated centres for persons (Children and Adults) with disabilities) regulations 2013 and the Provision of the Childcare Act 1991 and all relevant regulations and standards that apply to Children in care.

7. To foster parental/family involvement and to support and liaise with parents/guardians/family members as required. Ensure that parents, relatives and other visitors are welcomed to day / residential services and treated with courtesy.
8. To create and maintain a therapeutic environment within your area ensuring that programme activities and environment relate to the strengths and needs of the individual and adhere to the principal of normalisation.
9. To incorporate the expertise of any persons who may enhance the variety/quality of care for the service users.
10. To design, implement and co-ordinate programmes in education, training, and work. To liaise with Line Manager/PIC with regards to providing work opportunities for service users where required.
11. To foster integration and provide social/ leisure opportunities for service users within the local community in line with the Foundation's philosophy.
12. To maintain all records and reports as are required e.g.
 - Drug administration
 - Daily progress reports
 - Nursing notes
 - Psychiatry Review Reports etc.
 -
13. To be familiar with the other nursing programmes within adult/children's services and provide support/relief as requested by the Manager & Assistant Manager of day and residential services
14. Responsible for purchasing and budgeting household monies and making purchases locally where possible
15. To establish and maintain relationships with the residents which are based on respect and equality and promote their independence.

Leadership

1. Manage, develop and support staff individually and as a team including induction, Supervisory support and training in line with Foundation's practices and in compliance with the Health Care Act 2007 (Care and support of residents in designated centres for persons (Children and Adults) with disabilities) regulations 2013 and the Provision of the Childcare Act 1991 and all relevant regulations and standards that apply to Children in care.
2. Lead and develop team members in the support of Person Centred Plans, problem solve and seeks solutions to outcomes and barriers raised in the delivery of PCP's.
3. To carry out goal setting and development with support staff.
4. To liaise with members of the multi-disciplinary team and attend meetings, Case conferences, in-service training etc. as required.
5. In consultation with the Line Manager/PIC to convene and attend review meetings of individual's progress.
6. To contribute to the overall nursing input within the Foundation.

7. Ensure that staff are aware of and adhere to Foundations Policies and Procedures.
8. To develop and maintain effective communication systems both formal and informal with residents, colleagues, families and stakeholders.
9. Promote dignity at work and show respect to residents, colleagues, families and stakeholders in course of duty.
10. Hold supervision meetings with support staff as directed by the PIC.
11. To ensure that staff establish and maintain relationships with the residents which are based on respect and equality and promote their independence.

Heath & Safety

1. To be aware of and practice the correct use of all aids and appliances e.g. Hoists
2. Ensure all accidents/incidents are reported and documented in accident/incident book as held in each residence.
3. Make oneself aware of the Foundation's duties and the employee duties under the Safety, Health and Welfare at work Act 2005.
4. Report faulty equipment and fittings to the Line Manager.
5. To establish a good standard of hygiene/infection control and ensure that the workforce adheres to correct hygiene practices.
6. To ensure adequate knowledge of emergency actions and plans.
7. To ensure fire and safety precautions are implemented and maintained.

General.

1. To promote a positive and respectful awareness of learning disability in the community.
2. Be familiar with new developments in the field of Intellectual disabilities/HIQA standards and any other relevant guidelines/policies pertaining to the role.
3. To act as a Key Worker for service users as required.
4. You are required to drive Foundations Transport (mini-bus) and instruction for same will be provided and have a full clean driving licence and indemnify the Foundation on your motor insurance policy. Evidence of same will have to be produced to the HR Department on a yearly basis.
5. To attend courses/seminars/meetings as requested/approved by the Manager/Assistant Manager of day and residential services or Chief Executive.
6. As the above is not an exhaustive list of the duties and responsibilities, this job description may be revised from time to time to take account of any change in requirements of the position or any other

duties as may be assigned by the Manager/Assistant Manager of Day and Residential Services or Chief Executive.

Confidentiality.

In the course of your employment, you may have access to or hear information concerning the medical or personal affairs of clients or staff or other centres business. Such records and information are strictly confidential. In addition, records must never be left in such a manner that unauthorized persons can obtain access to them.

Job Desc-Nurse residential services
Dec 2017

STAFF NURSE

SALARY SCALE as of the 1/11/2013 merged scales

		<u>Per Annum</u>	<u>Per hour</u>
POINT 1	-	€27,211	€13.37
POINT 2	-	€29,205	€14.35
POINT 3	-	€30,234	€14.85
POINT 4	-	€31,710	€15.58
POINT 5	-	€33,189	€16.30
POINT 6	-	€34,666	€17.03
POINT 7	-	€36,137	€17.75
POINT 8	-	€ 37,408	€18.38
POINT 9	-	€38,683	€19.00
POINT 10	-	€39,952	€19.63