



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

**St. John's Hospital, Limerick
Registered Advanced Nurse Practitioner (RANP) (Emergency)**

Job Specification, Terms and Conditions:

Job Title, Grade and Grade Code	Registered Advanced Nurse Practitioner (RANP) (Emergency) Grade Code: Advanced Nurse Practitioner (General) 2267
Competition Reference	SJL/02/2019/1
Whole Time Equivalent	1 WTE
Closing Date	01/03/2019 12.00
Proposed Interview date(s)	To be confirmed
Taking up Appointment	A start date will be indicated at job offer stage
Duration of Post	Permanent Post
Location of Post	Injury Unit, St. John's Hospital, John's Square, Limerick in the Emergency Care Network of UL Hospitals Group.
Organisational Area	St. John's Hospital Limerick, UL Hospitals Group, HSE West
Post Specific Information	Details on this campaign can be found at http://www.stjohnshospital.ie/management-and-administration/recruitment/
Details of Service	<p>In September 2013 St. John's Hospital Injury Unit (IU) was established during reconfiguration of hospital services following publication of the Smaller Hospitals Framework (HSE 2013). St. John's Hospital IU is part of the Emergency Care Network (ECN) of UL Hospitals Group having significant impact on emergency care services within the group, providing acute care to a population of over 350,000 people including Limerick city and county, Co. Clare and North Tipperary. The IU is open 8am-6pm Monday to Friday (50 hours per week). Since the establishment of the IU patient attendances have increased year on year. This post will further develop the current Registered Advanced Nurse Practitioner (RANP) Emergency service in St. John's Hospital Injury Unit.</p> <p>The RANP Emergency in the IU delivers a full episode of care to a specific patient caseload of adults and children aged 5 years and over. Assessing, diagnosing, planning, treating and discharging patients within a collaboratively agreed framework and scope of practice. The primary scope of practice of the role in emergency care involves the management of non-life and non-limb threatening conditions, commonly known as minor injuries or ambulatory care (HSE 2012; 2013). Essentially, the RANP Emergency scope of practice directly mirrors that of the Injury Unit scope agreed at national level under the National Emergency Medicine Programme (HSE 2012).</p> <p>The following is an example not an exhaustive list of clinical presentations included in the scope of practice for this role.</p>

	<p>Paediatric Presentations (5 – 15 years)</p> <ul style="list-style-type: none"> • Suspected broken bones and/or dislocations to legs from knees to toes • Suspected broken bones and/or dislocations to arms from collar bone (clavicle) to finger tips • All sprains or strains • Facial injuries/problems - minor (including oral, dental and nasal injuries) • Scalds and burns - minor • Wounds, bites, cuts, grazes and scalp lacerations • Splinters and fish hooks • Foreign bodies in eyes/ears/nose • Head injury – minor (fully conscious children, who did not experience loss of consciousness or vomit after the head injury) <p>Adult Presentations (16 years +)</p> <ul style="list-style-type: none"> • Suspected broken bones and/or dislocations to legs from knees to toes • Suspected broken bones and/or dislocations to arms from collar bone (clavicle) to finger tips • All sprains and strains • Small abscesses and boils • Facial injuries/problems - minor (including oral, dental and nasal injuries) • Scalds and burns - minor • Wounds, bites, cuts, grazes and scalp lacerations • Splinters and fish hooks • Foreign bodies in eyes/ears/nose • Head injury – minor (fully conscious patients who did not experience loss of consciousness nor have more than one episode of vomiting after the head injury) <p>The RANP Emergency is currently the largest cohort of RANP’s established in Irish healthcare having significant influence on emergency care services (Begley <i>et al</i> 2010, HSE 2013). The positive impact of the role in injury care has been proven since its inception (Small 1999, Keenan 2002, NCNM 2004, 2005, 2008, Small 2010). RANP’s in Emergency are acclaimed as a valuable nursing resource that contribute positively to the patient’s journey through emergency care by reducing waiting times, reducing length of stay, reducing costs and increasing accessibility to emergency services (HSE 2013).</p>
<p>Service mission, vision and values</p>	<p>St. John’s is an acute General Public Voluntary Hospital, funded by the Health Service Executive.</p> <p><u>Mission statement</u> Faithful to our tradition, we provide the highest possible standard of care and treatment in a professional and compassionate manner to every person who avails of our services.</p> <p><u>Aims and Objectives</u></p> <ol style="list-style-type: none"> 1. To deliver high quality, safe and reliable healthcare in accordance with evidence based best practice in an effectively managed and maintained environment. 2. To provide healthcare based on the assessed needs and preferences of our service users which ensures mutual respect, holistic care and continuous learning, and training. 3. To monitor, evaluate and continually improve our services.

Reporting Arrangements	Is professionally accountable to the Director of Nursing Clinically accountable to the Consultant / Clinical Lead
Clinical Indemnity	The Clinical Indemnity Scheme (CIS), run by the States Claims Agency, provides clinical indemnity on the basis of enterprise liability.
Key Working Relationships to include but not limited to:	Director/Assistant Director of Nursing RANPs and other nursing grades Nurse Practice Development Co-ordinator Prescribing site co-ordinator(s) Medical colleagues Interprofessional colleagues Patients/service users/families and/or carers Nursing and Midwifery Board of Ireland Higher Education Institution Nursing and Midwifery Planning and Development Unit Centres of Nursing and Midwifery Education National Clinical and Integrated Care Programme National Leadership and Innovation Centre Other relevant statutory and non-statutory organisations
Clinical supervision	The RANP (Emergency) engages in on-going clinical supervision as per a Service Level Agreement. The structure, process and outcome of clinical supervision must be explicit. The RANP (Emergency) maintains a record of clinical supervision in his/her professional practice portfolio.
Purpose of the Post	<p>The advanced practice service is provided by nurses who practice at a higher level of capability as independent, autonomous and expert advanced practitioners. The overall purpose of the service is to provide safe, timely, evidenced based nurse-led care to patients at an advanced nursing level .This involves undertaking and documenting complete episodes of patient care, which includes comprehensively assessing, diagnosing, planning, treating and discharging patients in accordance with collaboratively agreed local policies, procedures, protocols and guidelines and/or service level agreements/ memoranda of understanding.</p> <p>The RANP (Emergency) demonstrates advanced clinical and theoretical knowledge, critical thinking, clinical leadership and complex decision-making abilities.</p> <p>The RANP (Emergency) practices in accordance with the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI 2014), the Scope of Nursing and Midwifery Practice Framework (NMBI 2015), Advanced Practice (Nursing) Standards and Requirements (NMBI 2017), and the Values for Nurses and Midwives in Ireland (Department of Health 2016).</p> <p>The RANP (Emergency) service provides clinical leadership and professional scholarship in the delivery of optimal nursing services and informs the development of evidence based health policy at local, regional and national levels.</p> <p>The RANP (Emergency) contributes to nursing research that shapes and advances nursing practice, education and health care policy at local, national and international levels.</p>

<p>Principle Duties and Responsibilities</p>	<p>The RANP (Emergency) practices to a higher level of capability across six domains of competence as defined by Bord Altranais agus Cnáimhseachais na hÉireann Advanced Practice (Nursing) Standards and Requirements (NMBI 2017).</p> <p>The six domains of competence are as follows:</p> <ul style="list-style-type: none"> • Professional Values and Conduct • Clinical-Decision Making • Knowledge and Cognitive Competences • Communication and Interpersonal Competences • Management and Team Competences • Leadership and Professional Scholarship Competences <p>Each of the six domains specifies the standard which the RANP (Emergency) has a duty and responsibility to demonstrate and practise.</p> <p>Domain 1: Professional Values and Conduct Standard 1</p> <p>The RANP (Emergency) will apply ethically sound solutions to complex issues related to individuals and populations by:</p> <ul style="list-style-type: none"> • Demonstrating accountability and responsibility for professional practice as a lead healthcare professional • The <u>initial</u> caseload¹, scope of practice, inclusion/exclusion criteria for the RANP Emergency is briefly outlined in “Details of service” section above • Articulating safe boundaries and engaging in timely referral and collaboration for those areas outside his/her scope of practice, experience, and competence using established referral pathways as per locally agreed policies, procedures, protocols and guidelines • Demonstrating leadership by practising compassionately to facilitate, optimise, promote and support the health, comfort, quality of life and wellbeing of persons whose lives are affected by altered health, chronic disorders, disability, distress or life-limiting conditions. The RANP practices according to a professional practice model that provides him/her latitude to control his/her own practice, focusing on person centred care, interpersonal interactions and the promotion of healing environments • The chosen professional practice model for nursing emphasises a caring therapeutic relationship between the RANP and his/her patients, recognising that RANPs work in partnership with their multidisciplinary colleagues² <p><small>1 The caseload and scope of practice for the Registered Advanced Nurse Practitioner service will evolve to reflect changing service needs</small></p> <p><small>2 Slatyer S., Coventry L.L., Twigg DI., & Davis S. (2016) Professional practice models for nursing: a review of the literature and synthesis of key components. <i>Journal of Nursing Management</i> 24, 139-150</small></p> <ul style="list-style-type: none"> • Articulating and promoting the RANP role in clinical, political and professional contexts by (for example presenting key performance outcomes locally and nationally; contributing to the service’s annual report; participating in local and national committees to ensure best
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practice as per the relevant national clinical and integrated care programme).

Domain 2: Clinical-Decision Making Competences

Standard 2

The RANP (Emergency) will utilise advanced knowledge, skills, and abilities to engage in senior clinical decision making by:

- Conducting a comprehensive holistic health assessment using evidenced based frameworks, policies, procedures, protocols and guidelines to determine diagnoses and inform autonomous advanced nursing care
- Synthesising and interpreting assessment information particularly history including prior treatment outcomes, physical findings and diagnostic data to identify normal, at risk and subnormal states of health
- Demonstrating timely use of diagnostic investigations / additional evidence-based advanced assessments to inform clinical-decision making
- Exhibiting comprehensive knowledge of therapeutic interventions including pharmacological and non-pharmacological advanced nursing interventions, supported by evidence-based policies, procedures, protocols, and guidelines, relevant legislation, and relevant professional regulatory standards and requirements
- Initiating and implementing health promotion activities and self-management plans in accordance with the wider public health agenda
- Discharging patients from the service as per an agreed supporting policy, procedure, protocols, guidelines and referral pathways.

Domain 3: Knowledge and Cognitive Competences

Standard 3

The RANP (Emergency) will actively contribute to the professional body of knowledge related to his/her area of advanced practice by:

- Providing leadership in the translation of new knowledge to clinical practice (for example teaching sessions; journal clubs; case reviews; facilitating clinical supervision to other members of the team)
- Educating others using an advanced expert knowledge base derived from clinical experience, on-going reflection, clinical supervision and engagement in continuous professional development
- Demonstrating a vision for advanced practice nursing based on service need and a competent expert knowledge base that is developed through research, critical thinking, and experiential learning
- Demonstrating accountability in considering access, cost and clinical effectiveness when planning, delivering and evaluating care (for example key performance areas, key performance indicators, and metrics).

Domain 4: Communication and Interpersonal Competences

Standard 4

The RANP (Emergency) will negotiate and advocate with other health professionals to ensure the beliefs, rights and wishes of the person are respected by:

- Communicating effectively with the healthcare team through sharing of information in accordance with legal, professional and regulatory requirements as per established referral pathways
- Demonstrating leadership in professional practice by using professional language (verbally and in writing) that represents the plan of care, which is developed in collaboration with the person and shared with the other members of the inter-professional team as per the organisation's policies, procedures, protocols and guidelines
- Facilitating clinical supervision and mentorship through utilising one's expert knowledge and clinical competences
- Utilising information technology, in accordance with legislation and organisational policies, procedures, protocols and guidelines to record all aspects of advanced nursing care.

Domain 5: Management and Team Competences

Standard 5

The RANP (Emergency) will manage risk to those who access the service through collaborative risk assessments and promotion of a safe environment by:

- Promoting a culture of quality care
- Proactively seeking quantitative and qualitative feedback from persons receiving care, families and members of the multidisciplinary team on their experiences of the service, analysing same and making suggestions for improvement
- Implementing practice changes using negotiation and consensus building, in collaboration with the multidisciplinary team and persons receiving care.

Domain 6: Leadership and Professional Scholarship Competences

Standard 6

The RANP (Emergency) will lead in multidisciplinary team planning for transitions across the continuum of care by:

- Demonstrating clinical leadership in the design and evaluation of services (for example findings from research, audit, metrics, new evidence)
- Engaging in health policy development, implementation, and evaluation (for example key performance indicators from national

	<p>clinical and integrated care programme/HSE national service plan/ local service need to influence and shape the future development and direction of advanced practice in {cite speciality})</p> <ul style="list-style-type: none"> • Identifying gaps in the provision of care and services pertaining to his/her area of advanced practice and expand the service to enhance the quality, effectiveness and safety of the service in response to emerging healthcare needs • Leading in managing and implementing change.
<p>Legislation , regulations, policies and guidelines</p>	<p>The RANP (Emergency) practises nursing according to:</p> <ul style="list-style-type: none"> • The Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI 2014); • Scope of Nursing and Midwifery Practice Framework (NMBI 2015); • Values for Nurses and Midwives in Ireland – Care, Compassion and Commitment (Department of Health 2016); • Advanced Practice Nursing Standards and Requirements (NMBI 2017); • National Health Policies and Procedures (latest versions) relevant to the service <u>for example</u>: <ul style="list-style-type: none"> ○ HSE (2013, revised 2016) National Consent Policy ○ HSE Incident Management Framework and Guidance (2017) ○ Children First – National Guidance for the Protection and Welfare of Children 2017 ○ HSE / SCA Open Disclosure Policy and Guidance (2013) • Local policies, procedures, protocols and guidelines. • Current legislation relevant to the service <u>for example</u>: <ul style="list-style-type: none"> ○ Children’s First Act 2015. ○ Irish Medicines Board (Miscellaneous Provisions) Act (Commencement Order) (2007) Dublin. ○ Irish Medicines Board (Miscellaneous Provisions) Act 2006 (Section 16 L (ii) Dublin. ○ Government of Ireland (2002), Statutory Instrument No. 478 of 2002. European Communities (Medical Ionising Radiation Protection) Regulations 2002. The Stationery Office, Dublin. ○ Government of Ireland (2007), Statutory Instrument No. 303 of 2007 European Communities (Medical Ionising Radiation Protection) (Amendment) Regulations 2007. The Stationery Office, Dublin. ○ Government of Ireland Nurses and Midwives Act 2011 (No. 41 of 2011) Irish Statute Book. ○ Data Protection Acts 1988 & 2003. ○ Freedom of Information Act 2014.
<p>Performance Management and Evaluation</p>	<p>Performance Indicators (PI’s) are required to evaluate nursing interventions and implement initiatives to improve the quality and quantity of nursing care provided. PI’s should have a clinical nursing focus as well as a breakdown of activity, including patients seen and treated. In addition, PI’s should identify areas of good practice that must be recognised and celebrated (HSE 2015).</p> <p>The Department of Health (2017) <i>Framework for National Performance Indicators for Nursing and Midwifery</i> provides a guiding framework for the development of Nursing and Midwifery PI’s.</p>

	<p>In collaboration with the Director of Nursing, the RANP will identify and develop Nursing PI's for their area of practice, collect and collate data which will provide evidence of the impact and effectiveness of the interventions undertaken (for example relevant integrated clinical care programme and associated KPIs, Department of Health).</p> <p>The RANP (Emergency) will participate in clinical audit and evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing and multidisciplinary team colleagues (primary and secondary care).</p>
<p>Professional Practice Portfolio</p>	<p>The RANP (Emergency) must maintain a professional practice portfolio, incorporating evidence of learning from continuing professional development, clinical supervision, reflective practice and review of his/her own scope of practice in accordance with regulatory requirements and service need.</p>
<p>Health and Safety, Quality Assurance, Risk and Clinical Governance</p>	<p>Health & Safety, Quality Assurance, Risk and Clinical Governance</p> <p>The management of Risk, Infection Control, Hygiene Services and Health & Safety is the responsibility of everyone and will be achieved within a progressive, honest and open environment. These organisational standards and procedures are developed and managed to comply with statutory obligations.</p> <ul style="list-style-type: none"> • The RANP (Emergency) demonstrates knowledge of clinical governance structures and processes supporting service provision. • The RANP (Emergency) must be familiar with and is responsible for attending the necessary education, training and support to enable them to meet this responsibility. • The RANP (Emergency) is responsible for ensuring that they comply with hygiene services requirements in their area of responsibility. Hygiene services incorporate environment and facilities, hand hygiene, catering, cleaning, the management of laundry, waste, sharps and equipment. • The RANP (Emergency) must foster and support a quality improvement culture throughout their area of responsibility. • The RANP (Emergency) must take reasonable care for their own actions and the effect that these may have on the safety of others. • The RANP (Emergency) is responsible for ensuring they become familiar with the requirements stated within and that they comply with the Hospital Group's/ Community Healthcare Organisation's PPPGs. • Have a working knowledge of PPPGs in relation to the care and safety of any equipment supplied for the fulfilment of duty within the RANP (Emergency) nursing service. Ensure the advice of relevant stakeholders is sought prior to procurement. • Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards or Mental Health Commission (MHC) (as relevant) as they apply to the RANP (Emergency) nursing service, for example: Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards or MHC regulations/standards and legislation as relevant. Comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. • Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

<p>Management and Leadership:</p>	<p>Management and Leadership</p> <ul style="list-style-type: none"> • The RANP (Emergency) will support the principle that person-centred care comes first at all times and will approach the effective, efficient and resourceful planning, organisation and delivery of RANP (Emergency) nursing service with the flexibility and enthusiasm necessary to make this principle a reality for every patient. • The RANP (Emergency) will adopt a professional leadership role within the clinical governance structures influencing both clinical and non-clinical processes that impact upon the experience and/or outcomes for patients within the RANP (Emergency) nursing service. • The RANP (Emergency) will participate in the appropriate and effective management of the RANP (Emergency) service. • The RANP (Emergency) will participate in the development of the overall service plan and in the monitoring and review of RANP (Emergency) activity against the plan. • The RANP (Emergency) will provide innovative and effective leadership, support and advice to nursing and allied staff at all levels related to their area of practice. • The RANP (Emergency) will participate and engage in projects and service developments by representing senior nursing on committees and groups as relevant to the RANP (Emergency) nursing service. • The RANP (Emergency) will participate in the overall financial planning of the service including the assessment of priorities in pay and non-pay expenditure relating to the RANP (Emergency) nursing service. • The RANP (Emergency) will promote a culture that values diversity and respect in the workplace. • The RANP (Emergency) will manage and promote liaisons with internal and external bodies as appropriate, for example; intra-hospital service, community services, or voluntary organisations. • The RANP (Emergency) will engage in IT developments as they apply to service user and service administration. • The RANP (Emergency) will undertake other relevant duties as may be determined from time to time by the Director of Nursing or other designated officer.
<p>Eligibility Criteria</p> <p>Qualifications and/or experience</p>	<p>1. <u>Professional Qualifications and Experience</u></p> <p>(a) Eligible applicants will be those who on the closing date for the competition:</p> <p style="padding-left: 40px;">I. Are registered in the Advanced Nurse Practitioner division of the Nursing and Midwifery Board of Ireland Register</p> <p style="text-align: center;">Or</p> <p style="padding-left: 40px;">II. Be eligible to register in the Advanced Nurse Practitioner division of the Nursing and Midwifery Board of Ireland Register by meeting the criteria for registration as an Advanced Nurse Practitioner as specified www.nmbi.ie</p> <p style="text-align: center;">And</p> <p style="padding-left: 40px;">III. Have a broad base of clinical experience relevant to the advanced field of specialist practice in emergency care</p>

	<p style="text-align: center;">And</p> <p>IV. Demonstrates the competences relevant to the specialist area of advanced practice for the RANP (Emergency) Children and Adult.</p> <p style="text-align: center;">And</p> <p>V. Be a Registered Nurse Prescriber on the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register.</p> <p style="text-align: center;">And</p> <p>VI. Have undertaken the Nurse Prescribing of Ionising Radiation Certificate.</p> <p>(b) Possesses the requisite knowledge and ability including a high standard of suitability and clinical, professional and administrative capacity to properly discharge the functions of the role.</p> <p>2. <u>Annual registration</u></p> <p>(i) Practitioners must maintain active annual registration on the Advanced Nurse Practitioner Division of the register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) for the role</p> <p style="text-align: center;">And</p> <p>(ii) Confirm annual registration with NMBI to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC).</p> <p>3. <u>Age</u></p> <p>Age restriction shall only apply to a candidate where s/he is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs.</p> <p>4. <u>Health</u></p> <p>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.</p> <p>5. <u>Character</u></p> <p>Candidates for and any person holding the office must be of good character.</p>
<p>Post Specific Requirements, additional qualifications and or experience required</p>	<p>The RANP Emergency must demonstrate sufficient clinical nursing experience in Emergency and/or Injury Unit nursing practice.</p> <p>Be a Registered Nurse Prescriber on the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register.</p> <p>Have undertaken the Nurse Prescribing of Ionising Radiation Certificate (Adult & Children).</p>

<p>Essential Skills, competencies and/or knowledge</p>	<p>The RANP (Emergency) will be required to continue to demonstrate the ability to practice at a higher level of capability across six domains of competence as defined by Bord Altranais agus Cnáimhseachais na hÉireann Advanced Practice (Nursing) Standards and Requirements (NMBI 2017), along with the specialist knowledge and clinical skills in the RANP Emergency area of practice.</p> <p>The RANP (Emergency) must continue to:</p> <p><u>Professional/Clinical Knowledge</u></p> <ul style="list-style-type: none"> • Demonstrate a high degree of commitment, professionalism and dedication to the philosophy of quality health care provision. • Demonstrate relevant knowledge, expertise and experience in order to discharge the duties of RANP (Emergency) nursing service. • Demonstrate evidence of Policy, Procedure, Protocol, Guideline (PPPG) development and the translation of PPPG into action as relevant to the RANP (Emergency) nursing service. • Demonstrate knowledge and experience of quality audit/assurance systems in relation to the RANP (Emergency) nursing service. • Demonstrate experience in developing, implementing and evaluating quality improvement initiatives in relation to the RANP (Emergency) service. • Demonstrate knowledge and experience in audit, report writing and business case development. • Demonstrate evidence and knowledge of research capability in relation to the RANP (Emergency) service. <p><u>Planning and Organising Resources</u></p> <ul style="list-style-type: none"> • Demonstrate ability to proactively plan, organise, deliver and evaluate the RANP (Emergency) nursing service in an efficient, effective and resourceful manner, within a model of person-centred care and value for money. • Demonstrate ability to manage deadlines and effectively handle multiple tasks. <p><u>Building and Maintaining Relationships: Leadership, Staff Management and Team Work</u></p> <ul style="list-style-type: none"> • Demonstrate empowering leadership skills and ability to influence others. • Demonstrate the ability to provide professional support and advice on RANP (Emergency) nursing service developments to Directors of Nursing and Midwifery and relevant service managers. • Demonstrate flexibility and openness to change and ability to lead and support others in a changing environment. • Support the development and implementation of effective nursing strategies within the RANP (Emergency) nursing service. • Demonstrate the ability to communicate a change vision and engage stakeholders in a sustainable change process in relation to the RANP (Emergency) nursing service.
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	<ul style="list-style-type: none"> • Demonstrate the ability to foster a learning culture among staff and colleagues to drive continuous improvement in RANP (Emergency) services to patients. • Demonstrate ability to work effectively within multi-disciplinary teams. <p><u>Evaluation Information and Judging Situations</u></p> <ul style="list-style-type: none"> • Demonstrate the ability to evaluate information and solve problems. <p><u>Commitment to Providing Quality Services</u></p> <ul style="list-style-type: none"> • Demonstrate understanding of and commitment to the underpinning requirements and key processes in providing quality, person-centred care in relation to the RANP (Emergency) service. • Demonstrate an ability to monitor and evaluate service performance. <p><u>Communication and Interpersonal Skills</u></p> <ul style="list-style-type: none"> • Demonstrate effective communication and interpersonal skills including: the ability to present information in a clear and concise manner; the ability to engage collaboratively with all stakeholders; the ability to give constructive feedback. • Demonstrate competency in the general use of information technology – computers, office functions, internet for research purposes, email, preparation of presentation materials etc. • Demonstrate evidence of skills in data management and report writing.
Other requirements specific to the post	The successful applicant will be required to work flexibly in response to changing local/organisational/network requirements.
Competition Specific Selection Process Short listing / Interview	<p>Applications should be submitted by completing the hospital’s standard job application form. Application forms and full particulars relating to the post are available on St. John’s Hospital website, www.stjohnshospital.ie or please click on the link here – or contact the HR department St. John’s Hospital.</p> <p>Applications to Human Resources Department, St. John’s Hospital. recruitment@stjohnshospital.ie</p> <p>Ranking/Shortlisting/Interview</p> <p>A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements.</p> <p>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</p>

	Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.
Code of Practice	<p>St. John's Hospital will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, feedback facilities for candidates on matters relating to their application, when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process, and review in relation to allegations of a breach of the Code of Practice.</p> <p>Codes of Practice are published by the CPSA and are available on www.hse.ie in the document posted with each vacancy entitled "Code of Practice, Information For Candidates" or on www.cpsa-online.ie.</p>
<p>The reform programme outlined for the health services may impact on this role and as structures change the job description may be reviewed.</p> <p>This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned. It 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.</p>	

**Terms and Conditions of Employment
Registered Advanced Nurse Practitioner (RANP)**

Tenure	<p>The appointment is whole-time and permanent. Given the developmental nature of this service the successful registered advanced nurse practitioner will be required to adhere to the terms as set out below which are specific to this appointment.</p> <ul style="list-style-type: none"> In line with standards and requirements set out by NMBI (2017) <i>Advanced Practice (Nursing) Standards and Requirements</i> the RANP (Emergency) will continue to engage in a process of self-development, structured education and clinical supervision specific to the service in order to maintain and develop advanced clinical nursing knowledge and critical thinking skills to maintain the competences necessary to independently provide efficient, effective, safe patient care. <p>Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointment) Act 2004.</p>
Remuneration	The salary scale for this post is in accordance with HSE approved salary scales.
Working Week	The standard working week applying to the post is: 39 hours

	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 16 th 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).
Annual Leave	The annual leave entitlement is in accordance with St. John's Hospital/HSE approved leave entitlements.
Superannuation	All pensionable staff become members of the pension scheme.
Probation	Employment will be probationary for the first six months, during which time the Department Head will carry out periodic probation assessment reviews. The appointee will cease to hold office at the end of or during the probationary period unless during such period the Hospital has certified that their service is satisfactory
Protection of Persons Reporting Child Abuse Act 1998	This post is one of those designated in accordance with Section 2 of the Protection of Persons Reporting Child Abuse Act, 1998. You will remain a designated officer for the duration of your appointment in this post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. Such officers will, on receiving a report of child abuse, formally notify the Senior Social Worker in the community care area in which the child is living.