St. Francis Hospice

Registered General Nurse in Complementary Therapies Raheny/Blanchardstown 24 hours per week

CONTRACT OF INDEFINITE DURATION

(Ref 2026-070)

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1. JOB PURPOSE

To provide the highest possible standard of specialist palliative care to patients and families/friends that is consistent with the core values and ethos of St. Francis Hospice Dublin. The Staff Nurse must comply with the Nursing and Midwifery Board of Ireland's Code of professional Conduct, with particular reference to accountability for his/her practice. The Enhanced nurse will be expected to rotate to all areas within St. Francis Hospice Dublin: this includes both day and night duty as required.

2. ACCOUNTABILITY

The position reports to and is accountable to the Director of Nursing/Assistant Director of Nursing or other designated officer in all matters relating to the job.

3. KEY DIMENSIONS

Direct reporting to the Clinical Nurse Managers 3 in the Out Patient and Day Services Department.

Key relationships that will influence the success of the role: Multidisciplinary Team Members.

4. OPERATING ENVIRONMENT

Contractual Hours: 24 hours per week

Hours of work: Detailed of starting and finishing times will be as per the agreed roster as advised by the line manager. Contracted hours of work are day shifts over a 5-day spread to meet the requirements of the services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016).

Location: This position is based in SFHD which operates across two sites: Raheny & Blanchardstown. In the interest of patient care and changing needs, candidates are required to be flexible and are obliged to carry out duties in any department or location of the Hospice or associated locations when required to do so by the Director of Nursing/Assistant Director of Nursing.

As St. Francis Hospice Dublin is an expanding service, the demands for services can change and it will be necessary to meet these changes throughout the organisation. In such circumstances, it may be necessary to review the work location for this post and, on behalf of the Board of Directors, the Leadership Team reserves the right to change the terms and conditions as necessary. However, notification will be given of any such changes.

Garda Vetting: The successful candidate will be required to satisfactorily complete the Garda Vetting process prior to a formal job offer being made.

5. SALARY SCALES, ANNUAL LEAVE & PENSION SCHEME

Salary Scale: Department of Health - Consolidated Salary Scale (1st June 2026) – Enhanced Nurse scale, €45,259 - €58,424 per annum pro rata.

Annual Leave: 26 days per annum pro rata.

Pension Scheme: Your post, position, or office is pensionable for the purpose of the Single Public Service Pension Scheme (the "SPSPS")

6. THE PERSON: QUALIFICATIONS, EXPERIENCE, KNOWLEDGE & COMPETENCIES

	Essential	Desirable
Qualifications	• Registration as a Nurse on the Register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland; • Qualification in aromatherapy massage and reflexology.	• Experience in a Palliative Care Unit. • Qualification in Reiki.
Experience	• Five years post registration experience • Ability to carry out assessment of patients and initiate care, treatment/therapies according to agreed protocols. • Demonstrate appropriate knowledge and skills in the area of Complementary Therapies in Palliative care. • Competent in IT skills. • Possess well-developed interpersonal and effective organisational skills and be able to demonstrate a high standard of communication skills • Ability to work as a member of a team and have a flexible approach to the role. • Motivation and the ability to work well in challenging and complex situations. • Collaborate with members of the multidisciplinary team in identifying patients suitable for complementary therapies. • Willingness to work with Volunteer Complementary Therapists, being able to support and advise them.	• Competent and confident IT skills - Excel, Power Point.

	• The post holder will be expected to demonstrate vision, creativity and innovation in their practice. • The post holder will be motivated and enthusiastic. • Demonstrate a commitment to continuing professional development. • Commitment to undertake Level 3 Lymphoedema training.	
Other	• Full driving license	

7. OUTLINE OF JOB DUTIES AND RESPONSIBILITIES

St. Francis Hospice and your Line Manager will set out your standard duties and responsibilities.

General

- Comply with the Mission Statement, Ethos and Core Values of St. Francis Hospice Dublin.
- Comply with the St. Francis Hospice Dublin policies relating to confidentiality and ensure confidentiality in all matters of information obtained during the course of employment.
- Actively engage in continuous professional development and learning.
- Present and act in a professional manner at all the times.
- Create and promote a healthy working relationships.
- Foster and develop a spirit of teamwork and participate in team-building activities.
- Carrying out any other reasonable duties, appropriate to the office that may be required from time to time.

Key Responsibilities and Accountabilities

- Demonstrate a high level of knowledge and competency in relation to clinical judgement in the provision of complementary therapies.
- Manage a clinical caseload providing care and support for palliative care patients referred to the Hospice.
- Identify the suitability of individuals for treatment and the most appropriate treatment plan based on the overall condition of the person.
- Use the outcomes of patient's assessment to develop and implement plans of care/case management in conjunction with multi-disciplinary team (MDT) and the patient, family and/or carer as appropriate.
- Monitor and evaluate the patient's response to treatment and amend the plan of care accordingly in conjunction with the MDT and patient, family and/or carer as appropriate.
- Provide patients with appropriate self-management strategies as appropriate.
- Practice in accordance with relevant legislation and with regard to The Scope of Nursing & Midwifery Practice Framework (Nursing and Midwifery Board of Ireland, 2015) and the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives

(Nursing and Midwifery Board of Ireland, 2014) and in line with the Palliative Care Competencies (2014).

- Maintain a high standard of professional behaviour and be professionally accountable for actions/omissions. Take measures to develop and maintain the competences required for professional practice.

Clinical Development

- To work in conjunction with the Multidisciplinary team.
- Promote a safe clinical environment for all patients, visitors and staff.
- Demonstrate vision, innovation and flexibility in practice.
- Participate in meetings as required.
- Contribute to the development, implementation and evaluation of SFHD policies, procedures and standards.
- Perform such other duties or undertake such projects as may be assigned by the Director of Nursing/Assistant Director of Nursing.

Advocacy:

- Act as the patient's advocate in all matters related to care, treatment and welfare and liaise with relevant health care professionals.
- Participate in case conferences and any meeting pertaining to individual patients.
- Respect and maintain the privacy, dignity and confidentiality of the patient, family and/or carer.

Education and Training

- Maintain clinical competence in patient management within palliative care nursing, keeping up-to-date with relevant research to ensure the implementation of evidence based practice.
- Assist with and be a resource for students undertaking education in the Hospice.
- Be committed to continuing professional development.
- Attend in-service education programmes, relevant lectures and seminars.
- Participate in staff meetings, staff conferences and in-service education.
- To participate in the ongoing education of the MDT, and where relevant Public Health Nurses, Doctors and other community agents involved in palliative care.
- Engage with professional development reviews with your line manager.

Administration:

- Demonstrate leadership ability together with good communication skills and management capability.
- Maintain accurate records and document all relevant patient information accurately.
- Participate fully in Audit, Standard Setting and Quality Assurance and Research Projects.
- Keep accurate records of visits for statistical submission and compile reports to help facilitate with audits and research.

Research, Audit and Evaluation

- Keep up to date with relevant research findings relating to complementary therapy and ensure that where appropriate, these findings are implemented in order to enhance patient care.
- Develop an evidence based, safe and achievable standard of patient care.
- Disseminate research findings to staff and assist with its implementation to enhance care provided.
- Evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing management and MDT colleagues.

Health, Safety and Risk Management:

- Ensure compliance with Health and Safety procedures in relation to all Hospice activities.
- Contribute to and comply fully with the St. Francis Hospice Dublin Safety Statement including safe working practice as laid down by the Safety, Health and Welfare at work Act 2005 and any other relevant legislation.
- To work in a safe manner with due care and attention to ensure the safety of yourself, other authorised persons and members of the public in the workplace.
- Carry out risk-assessments as appropriate and maintain an up-to-date risk register.
- Report immediately any accident or incident involving patients, staff volunteers or members of the public to your Line Manager. To ensure appropriate documentation is completed.
- Carry out local investigations as required and make relevant recommendations.
- Comply with all safety regulations and audits in line with the Safety, Health and Welfare at Work Act, 2005.

The successful candidate will be required to update their knowledge and skills to fit the changing requirements of the post. Therefore, this Job Description is an outline of the current broad areas of responsibility and accountability and should not be regarded as a comprehensive listing. It will be reviewed and updated in line with future needs.

The successful candidate will be required to maintain, enhance and develop their knowledge, skills and attitudes necessary to respond to a changing situation.

Signature of Job Holder:	**Signature of Line Manager or Designated Officer:**
Job Title:	**Job Title:**
Date:	**Date:**