HSE Job Description of a Graduate Nurse

Professional Responsibilities

The Graduate Nurse (General) will:

- Practice Nursing according to the Code of Professional Conduct as laid down by the Nursing Board (An Bórd Altranais) and Professional Clinical Guidelines
- Adhere to national, regional and local Health Service Executive (HSE) guidelines, policies, protocols and legislation
- Work within their scope of practice and take measures to develop and maintain the competence necessary for professional practice
- Maintain a high standard of professional behaviour and be accountable for their practice
- Be aware of ethical policies and procedures which pertain to their area of practice
- Respect and maintain the privacy, dignity and confidentiality of the patient
- Follow appropriate lines of authority within the Nurse Management structure

These are the same responsibilities as a registered staff nurse who is paid 100% of their salary

Clinical Practice

The Graduate Nurse (General) will:

- Deliver the nursing care of an assigned group of patients within a best practice / evidence based framework
- Manage a designated caseload
- Promote the health, welfare and social wellbeing of patients within our services
- Actively participate as a multi-disciplinary / inter-disciplinary team member in all aspects of service delivery including case conferences, clinical meetings, team meetings
- Assess, plan, implement and evaluate individual person centred care programmes within an agreed framework and in accordance with best practice
- Develop and promote good interpersonal relationships with patients, their family / social network supports and the interdisciplinary care team in the promotion of person centred care
- Ensure that care is carried out in an empathetic and ethical manner and that the dignity and spiritual needs of the patient are respected
- Promote and recognise the patients' social and cultural dimensions of care and the need for links with their local community
- Collaborate and work closely with the patient, their family, the multi-disciplinary / inter-disciplinary team, external agencies and services to facilitate discharge planning, continuity of care and specific care requirements
- Provide appropriate and timely education and information to the patient, their family and be an advocate for the individual patient and for their family
- Report and consult with senior nursing management on clinical issues as appropriate
- Maintain appropriate and accurate written nursing records and reports regarding patient care in accordance with local / national / professional guidelines

- Participate in innovation and change in the approach to patient care delivery particularly in relation to new research findings, evidence based practice and advances in treatment
- Participate in clinical audit and review
- Work towards defined key performance indicators as defined and assist in measurement and improvement practices
- Participate in community needs assessment and ongoing community delivery of care as appropriate
- Undertake Key Worker role as appropriate
- Promote a positive health concept with patients and colleagues and contribute to health promotion and disease prevention initiatives of the Health Service Executive
- Delegate to and supervise the work of other grades of staff within the remit of their role, as appropriate
- Demonstrate flexibility by rotating / assisting in other units / care settings as required to meet nursing resource needs and the requirements of the integrated services programme (ISP)
- Refer clients to other services as required.

These are the same clinical duties as a registered staff nurse who is paid 100% of their salary

Clinical Governance

The Graduate Nurse (General) will:

- Participate in clinical governance structures within the local / regional / national clinical governance framework
- Have a working knowledge of HIQA Standards as they apply to the role / care setting, for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc.
- Contribute to ongoing monitoring, audit and evaluation of the service as appropriate
- Accurately record and report all complaints to appropriate personnel according to local service policy
- Participate in the development of policies / procedures and guidelines to support compliance with current legal requirements, where existing, for the safe storage and administration of medicines and other clinical products
- Participate in the development of policies / procedures and guidelines with health, safety, fire, risk and management personnel and participate in their development in conjunction with relevant staff and in compliance with statutory obligations
- Observe, report and take appropriate action on any matter which may be detrimental to patient care or well being
- Be aware of, and comply with, the principles of clinical governance including quality, risk and health and safety and be individually responsible for clinical governance, risk management / health and safety issues in their area of work
- Participate in the development, promotion and implementation of infection prevention and control guidelines
- Adhere to organisational dress code
- Work collaboratively with the CNM or senior nurse in order to develop ward management skills

These are the same duties as a registered staff nurse who is paid 100% of their salary

Education, Training & Development

The Graduate Nurse (General) will:

- Take responsibility for own competency and learning and development needs and actively contribute to the learning and development of the interdisciplinary team
- Complete all mandatory training as deemed necessary by the Director of Nursing and ABA
- Participate in performance evaluation / review with their line manager, identifying areas for improvement and appropriate plans / measures to achieve them
- Provide feedback to the Clinical Nurse Manager or the designated officer with regard to compilation of proficiency assessments for students in the clinical setting.
- Develop and use reflective practice techniques to inform and guide practice as part of their daily work
- Identify and contribute to the continual enhancement of learning opportunities within a population health framework
- Participate in the clinical / workplace induction of all new nursing and support staff as appropriate
- Contribute to the identification of training needs pertinent to the clinical area
- Develop teaching skills and participate in the planning and implementation of orientation, training and teaching programmes for nursing students and other health-care staff as appropriate and delegated by the CNM
- Having undergone appropriate training, act as a mentor / preceptor or clinical assessor for students if requested by the CNM
- Participate in the development of performance indicators in conjunction with the Clinical Nurse Manager
- Participate in innovation and change in the approach to service user care delivery, and contribute to the service planning process, based on best practice and under the direction of Nurse Management / Nurse Practice Development, particularly in relation to new research findings and advances in treatment

According to An Bord Altranais (The Nursing and Midwifery Board of Ireland) it is every staff nurses responsibility to continue their professional development. Staff nurses get paid 100% of their salary while continuing their professional development.

Administration

The Graduate Nurse (General) will:

- Ensure that records are safeguarded and managed as per HSE / local policy and in accordance with relevant legislation
- Work closely with colleagues across the integrated services programme in order to provide a seamless service delivery to the client within the integrated services programme
- Maintain records and submit activity data / furnish appropriate reports to the Director of Nursing as required
- Contribute to policy development and formulation, performance monitoring, business planning and budgetary control
- Maintain professional standards including patient and data confidentiality
- Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways, individual care plans and shared care arrangements
- Contribute to ongoing monitoring, audit and evaluation of the service as appropriate
- Ensure that the care setting is maintained in good order using appropriate models, that supplies are adequate and that all equipment is in good working order and ready for immediate use
- Ensure that equipment is safe to use and report any malfunctions in a timely manner
- Assist with ordering of supplies as required and ensure the appropriate and efficient use of supplies is made and exercise economy in the use of consumables
- Undertake other duties as required by the Director of Nursing or his / her designate

These are the same administrative duties as a registered staff nurse who is paid 100% of their salary.

Remuneration:

The Graduate Nurse (General) will:

- Receive a salary of €21,769 **NOT €22,000 as previously advertised**

WHY SHOULD GRADUATE NURSES GET PAID 20% LESS FOR EXACTLY THE SAME WORK AS STAFF NURSES?

BOYCOTT THESE EXPLOITATIVE GRADUATE JOBS!