



**Milford Care Centre**  
*(Under the auspices of Little Company of Mary)*  
Castletroy, Limerick.

Tel: 061-485800 Fax: 061-331181

**Mission Statement**

*We in Milford Care Centre as a Little Company of Mary Health Care Facility aim to provide the highest quality of care to patients or residents, family and friends, both in the areas of palliative care and services to the older person, as envisaged by Venerable Mary Potter.*

*We strive to live our core values:-*

*Justice: To be rooted in integrity, honesty and fairness in all that we do.*

*Compassion: To seek to understand and to care for all with compassion.*

*Respect: To treat each person as a unique and valued individual.*

*Communication: To be open, honest and sensitive in all our communications.*

*Accountability: To provide a professional service that uses resources economically, efficiently and effectively.*

**Job Description**

**JOB TITLE:** Registered General Nurse – Development to  
CNS  
Specialist Palliative Care Community Services

**LOCATION:** Milford Care Centre

**REPORTING TO:** Clinical Nurse Manager III - SPCCS

**ACCOUNTABLE TO:** Director of Nursing, Therapy & Social Care

## **PROFESSIONAL QUALIFICATIONS:**

### Education

#### **Essential**

- NMBI Registered
- Two years post graduate experience in Oncology/Palliative Care or Three years post graduate experience.

#### **Desirable**

- Additional palliative care training eg European Certificate in Essential Palliative Care or Higher diploma in palliative care
- Teaching qualification or mentorship or evidence of working towards

### Knowledge/Experience

#### **Essential**

- Demonstrate experience of working with patients who have palliative care needs
- Have an understanding of loss and grief and its impact on individuals, families and their social networks
- Organisational skills
- Demonstrate a commitment to continuing professional development
- Good leadership skills

#### **Desirable**

- Experience in palliative care, oncology or a community setting
- Evidence of further education and development
- Competent in IT skills
- Experience working within an MDT

### Personal qualities/characteristics

#### **Essential**

- Demonstrates commitment to anti-discriminatory practice and equal opportunities
- Ability to plan own workload, to work autonomously or as part of a team
- Excellent communication and interpersonal
- Full, clean drivers licence
- Is emotionally resilient
- Act as a good role model, presenting a positive image of the profession
- Able to work under pressure

## **ROLE SUMMARY:**

*The post holder will:-*

- be responsible for the provision of a nursing / palliative care service in a manner that is efficient, effective and of the highest standard.
- develop clinical expertise, leadership ability and teaching skills through nursing practice.
- participate in teaching and education programmes for nursing and multi-disciplinary staff as required.
- maintain a high standard of professional and ethical responsibility.
- comply with all national guidelines, An Bord Altranais and the Milford Care Centre policies, guidelines/standards and procedures.
- Comply with the uniform code of Milford Care Centre i.e. Navy trousers with safe footwear (shoes with heels and toes covered).
- A working knowledge of the General Data Protection Regulations (GDPR) as they apply to the post holder in the context of his/her work.

## **KEY RESPONSIBILITIES:**

1. Professional responsibilities
2. Clinical responsibilities
3. Educational responsibilities
4. Management responsibilities
5. General responsibilities

### **1. PROFESSIONAL RESPONSIBILITIES:**

*The post-holder will:-*

- 1.1 Practice nursing according to:
  - (a) the professional code as laid down by An Bord Altranais
  - (b) the policies, guidelines and procedures as laid down by Milford Care Centre.
- 1.2 Support the Mission Statement, philosophy, objectives and goals of the Milford Care Centre.
- 1.3 Have professional responsibility for the implementation of Palliative Care Nursing services that aims to maintain quality of life and a high standard of holistic care.
- 1.4 Participate as a team member in all aspects of patient care.
- 1.5 Demonstrate a high degree of motivation and assume responsibility for professional self development.
- 1.6.1 Through performance evaluation with the Co-Ordinator SPCCS

- 1.6.2 Nursing Department, recognise self limitations and plan for appropriate measures to overcome them.
- 1.7 Observe and maintain confidentiality at all times.

## **2. CLINICAL RESPONSIBILITIES:**

*The post-holder will:-*

- 2.1 Working in collaboration with the CNS and PHN to provide holistic care of patients and their families; integrating nursing care with their physical, psychological, social and spiritual needs.
- 2.2 Be responsible for assigned patients, visiting them as required and consulting when necessary with the CNS and CNM.
- 2.3 Adapt a collaborative approach to patient care through the co-ordination of care and interventions provided by other members of the interdisciplinary team.
- 2.4 Act as an advocate for the patient and their family to ensure that they are appropriately informed and counselled regarding their short / long term care needs.
- 2.5 Collaborate with the patient, their family and the interdisciplinary team to facilitate appropriate planning and continuity of care and promote effective communication among the nursing team in the community.
- 2.6 Maintain appropriate and accurate written records regarding patient care.
- 2.7 Promote innovation and change in the approach to patient care delivery, particularly in relation to new research findings and advances in treatment.
- 2.8 Participate in implementation and evaluation of interdisciplinary audit systems.
- 2.9 Act as a role model for nursing colleagues in developing leadership skills, knowledge and practice in palliative care.
- 2.10 Share in the responsibility for the administration of drugs in accordance with An Bord Altranais, Milford Care Centre guidelines and law. Report and record any incidents without delay.

## **3. EDUCATIONAL RESPONSIBILITIES:**

*The post-holder will:*

- 3.1 Promote the role of specialist palliative care services among appropriate health care professionals throughout the community and within the HSE West.
- 3.2 Develop teaching skills and participate in the planning and implementation of orientation and teaching programmes for student nurses and staff nurses in the clinical and community setting.
- 3.3 Contribute to the identification of training needs pertinent to the clinical / community area.
- 3.4 Identify and contribute to the continual enhancement of learning opportunities in the area.
- 3.5 Participate in the clinical induction of all new nursing and support staff.
- 3.6 Assume responsibility for own learning and development needs.
- 3.7 To participate in the training programmes for other professionals.

**4. MANAGEMENT RESPONSIBILITIES:**

*The post-holder will:-*

- 4.1 Manage the nursing care for patients as assigned by the Clinical Nurse Manager.
- 4.2 Promote a safe clinical environment with due regard to health and safety and risk management strategies.
- 4.3 Maintain effective interpersonal relationships in a manner that avoids antagonism, reduces conflict, prevents undue anxiety and promotes good morale within the organisation.
- 4.4 Provide support and act as an information link to Clinical Nurse Specialist and Clinical Nurse Manager.
- 4.5 Develop the ability to use the resources provided in an effective and economic manner.
- 4.6 Co-operate in the rostering of nursing and support staff ensuring optimum use of nursing resources. In conjunction with the Clinical Nurse Manager compile off duty rota's giving adequate staffing levels.

**5. GENERAL RESPONSIBILITIES:**

*The following general conditions apply:*

- 5.1 All Milford Care Centre's policies guidelines and procedures to be adhered to.
- 5.2 Comply with all safety regulations and audits in line with the Safety, Health and Welfare at Work Act, 1989.
- 5.3 To investigate and discuss untoward incidents / accidents involving patients, staff and / or equipment.
- 5.4 To attend Fire Drill/Moving & Handling In-Service training and other in-service training as required by Milford Care Centre.