

## **Job Description and Person Specification**

### **Advanced Nurse Practitioner/ Candidate Advanced Nurse Practitioner – Nephrology Haemodialysis**

**Permanent Vacancy**

**Reference: HR23E047**

**Closing Date for Applications: Wednesday, 01<sup>st</sup> February 2023**

**Interview Date via Skype: Friday, 10<sup>th</sup> February 2023**

HR Business Services,  
St Vincent's University Hospital,  
Elm Park,  
Dublin 4.

Contact: +353 (1) 221 6062 or [recruitment@svuh.ie](mailto:recruitment@svuh.ie)

## **Section 1: Accountability and Working Relationships**

<b>Job title</b>	Advanced Nurse Practitioner (ANP) /Candidate Advanced Nurse Practitioner (cANP)
<b>Grade:</b>	Clinical Nurse Manager 3 -The successful candidate will, on completion of the requirements, be appointed to the post of Registered Advanced Nurse Practitioner
<b>Reports to for operational and Service management:</b>	Director of Human Resources
<b>Professionally responsible to:</b>	Director of Nursing
<b>Clinically accountability to:</b>	Consultant Nephrologist
<b>Working Hours:</b>	37.5-hour week working as required while maintaining a flexible schedule.
<b>Duration of the Post:</b>	The Candidate ANP is required to progress to registration with Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) (NMBI) as a Registered Advanced Nurse Practitioner (RANP) within 3 years of commencement of this post.
<b>Key working relationships:</b>	Infection Prevention and Control, Quality and Patient Safety Directorate, Human Resources Directorate, Emergency Department, Clinical Audit, Physiotherapy and Ergonomics and Heads of Department / Service.

## **SECTION 2: Job Summary**

### **Overview:**

The Renal Dialysis unit at St Vincents University Hospital is an expanding service. Patient numbers are increasing year on year. St Vincents Nephrology Haemodialysis department provides renal care to a large cohort of patients who attend on a daily bases for Haemodialysis treatments. We have two separate units providing care for Acute\Chronic Haemodialysis Patients. There are 18 stations with three isolation rooms.

The Nephrology Multidisciplinary team work closely to provide the best care possible for our renal patients. As a team we work collaboratively to provide the best service possible for our patients and strive for excellence and quality.

*ANP/Candidate ANP – Nephrology Haemodialysis*

**Purpose of job:**

The value of the nursing contribution as a distinct profession must be safeguarded and articulated in the development of new services led by advanced nurse practitioners, complementing rather than replacing current services delivered by doctors (NMBI 2017 p.9).

The overall purpose of the post is to provide safe, timely, evidenced based nurse-led care to patients at an advanced nursing level. This involves undertaking and documenting a complete episode of patient care (assess, diagnose, plan, treat and discharge patients) according to collaboratively agreed protocols and scope of practice in the clinical setting; demonstrating advanced clinical and theoretical knowledge, critical thinking, clinical leadership and decision making skills. The advanced practice role demonstrates a high degree of knowledge, skill and experience that is applied within the nurse-patient/client relationship to achieve optimal outcomes through critical analysis, problem solving and accurate decision-making (NMBI, 2017).

Central to this is the provision of quality care, a safe environment and processes for patients by the use of evidence based clinical guidelines that address patient expectations, promote wellness and evaluate care given. The role will provide clinical leadership and professional scholarship in order to develop nursing practice and health policy at local, regional and national level. The role will contribute to nursing research to shape and advance nursing practice, education and health care policy at local, national and international levels.

**Principal Duties and Responsibilities**

The post holder's practice is based on developing a higher level of capability across the six domains of competences as defined by the Nursing and Midwifery Board of Ireland, Advanced Practice (Nursing) Standards and Requirements (NMBI 2017)

The domains are:

- Professional Values and Conduct
- Clinical-Decision Making
- Knowledge and Cognitive Competences
- Communication and Interpersonal Competences
- Management and Team Competences
- Leadership and Professional Scholarship Competences

**Professional Values and Conduct**

The ANP/cANP will be required to apply ethically sound solutions to complex issues related to individuals and populations by:

- Demonstrating accountability and responsibility for professional practice as a lead healthcare professional in Haemodialysis
- Articulate and rationalise the concept of advanced nursing practice within the framework of relevant registration, the scope of Nursing, and Midwifery practice Framework NMBI (2015), the code of professional conduct and Ethics Nursing and Midwifery Board of Ireland (NMBI 2014), and local guidelines.
- Articulating safe boundaries and engaging in timely referral and collaboration for those areas outside his/her scope of practice, experience and competence

- Design collaboratively agreed decision-making frameworks and care pathways to support referral pathways to support nurse led delivery of care to the defined patient caseload for the entire episode of care.
- Demonstrating leadership by practising compassionately to facilitate, optimise, promote and support the health, comfort, quality of life and wellbeing of persons connected to Haemodialysis
- Articulating and promoting the RANP Haemodialysis role in clinical, political and professional contexts.
- Use professional judgement and clinical knowledge to refer patients to members of the multidisciplinary team, therapy professionals and health care agencies for specialist treatment using collaboratively agreed referral pathways.
- Demonstrate the ability to act as a mentor and preceptor in order to facilitate the education and professional development of all nursing grades and other healthcare professionals
- Develop and maintain link with partners in third level educational institutions.
- Be an active member of the ANP forum.
- Establish and maintain national and international networks with other experts in advanced nursing practice in Nephrology Nursing.

### **Clinical-Decision Making**

The ANP/cANP will utilise advanced knowledge, skills, and abilities to engage in senior clinical decision making by:

- Utilise the advanced nursing knowledge, competencies, skills and judgements when caring for a defined case load of Haemodialysis referrals from employees, managers and human resources.
- Have the authority to practice independently yet collaboratively with senior medical management decision makers demonstrating appropriate autonomous, advanced clinical decision making and leadership skills by virtue of their advanced knowledge, in depth experience, higher levels of clinical judgement in nursing and takes responsibility for decisions and judgements made.
- Conducting a comprehensive holistic and biopsychosocial health assessment using evidenced based frameworks to determine diagnoses and inform autonomous advanced nursing care.
- Demonstrating timely use of diagnostic investigations to inform clinical decision making.
- Synthesising and interpreting outcomes of employee assessment information particularly history including prior treatment outcomes, physical findings and diagnostic data to develop and implement care plans.
- Provide whole episodes of care involving the decision-making processes for comprehensive assessment, treatment, reassessment, and discharge and / or other referral process and follow up for a collaboratively agreed cohort of patients.
- Review responses to care provided and implement changes in the management plan in collaboration with the employee and the multidisciplinary team as required.
- Utilise the advanced nursing knowledge to ensure provided to employees is in line with best practice guidelines e.g. Safer Better Care Standards for Haemodialysis (HSE, 2017) and the Safer Better Healthcare Standards (HIQA, 2012).

## **Knowledge and Cognitive Competences**

The ANP/cANP 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.
- Provide expert advice to the hospital in relation to Haemodialysis
- Educating others using an advanced expert knowledge base derived from clinical experience, on-going reflection, clinical supervision and engagement in continuous professional development.
- Lead education initiatives and undertake formal and informal teaching in SVUH and in the wider community through conferences, seminars and workshops; thus, advocating advanced nursing practice in heart failure.
- Demonstrating a vision for advanced practice nursing in Haemodialysis based on 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 within Haemodialysis Identify and address educational and health promotional needs of employees.
- Identify research priorities specific to the area of Haemodialysis and the scope of practice/caseload.
- Participate in and collaborate with the multidisciplinary team and the higher education link in undertaking research, responsive to the evolving healthcare needs of the nation, whilst retaining the philosophy of nursing.
- Lead, conduct, disseminate and publish nursing research to shape and advance nursing practice, education and policy and the wider health agenda retaining the philosophy of nursing.

## **Communication and Interpersonal Competences**

The ANP/cANP 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 teams in SVUH through sharing of information in accordance with legal, professional and regulatory requirements.
- Improve primary care links ensuring relevant personnel receive written information regarding patient treatment and follow-up care.
- Demonstrating leadership in professional practice by using professional language (verbally and in writing) that represents the plan of care, which is shared with the person and other members of the inter-professional team.
- Facilitating clinical supervision and mentorship through utilising one's expert knowledge and clinical competences
- Utilising information technology, in accordance with legislation and organisational policies and procedures, to record all aspects of advanced nursing care.

## **Management and Team Competences**

The ANP/cANP 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 feedback from persons receiving care, families and staff on their experiences and suggestions for improvement.
- Implementing practice changes using negotiation and consensus building, in collaboration with the multidisciplinary team and persons receiving care.
- Establish collaborative partnership with Employee Assistance Programmes and referees.
- Proactively challenge any interaction which fails to deliver a quality service to employees.

## **Leadership and Professional Scholarship Competences**

The ANP/cANP will lead in multidisciplinary team planning for transitions across the continuum of care by:

- Demonstrating clinical leadership in the design and evaluation of Haemodialysis
- Engaging in health policy development, implementation, and evaluation.
- Identifying gaps in the provision of care and services pertaining to Haemodialysis and apply the best available evidence.
- Leading in managing and implementing change.
- Be identified in the clinical setting as an autonomous practitioner and role model demonstrating an expert level of professional competency in Haemodialysis.
- Provide senior clinical nursing leadership within the service and to improve the quality of service for Patients attending Haemodialysis
- Provide professional and clinical leadership, strategic direction, expert advice and support to the multidisciplinary teams and the human resources directorate.
- Share a vision of clinical practice developments with key stake holders, communicating with valuing and enabling their contribution to care.
- Adhere to all the hospital policies, procedure, and guidelines related to patient safety such as infection control, storage and use of medicinal products, as well and prescribing of ionising radiation and medical products.
- Contribute to the professional body of nursing knowledge and practice nationally and internationally by refining writing, publishing and presentation skills.
- Recognise limitations in scope of practice and address theoretical and practice gaps through continuing education, consultation with colleagues and consultant.
- Ensure that effective safety procedures are in place to comply with Health & Safety Guidelines and Welfare at Work Act.
- Help to lead quality and safety improvement, risk management and standard setting projects in conjunction with clinical governance.

## **Advanced Practice Performance Management and Evaluation**

- Performance Indicators (PI's) are required to evaluate nursing interventions and implement initiatives to improve quality and quantity of the nursing care provided. They should have a clinical nursing focus as well as a breakdown of activity, including patients seen and treated. In

addition, they identify areas of good practice that must be recognised and celebrated (HSE 2015).

- The Department of Health (2017) Framework for National Performance Indicators for Nursing and Midwifery provides a guiding framework for the development of Nursing and Midwifery PI's.
- In collaboration with the Director of Nursing, the cANP 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. (insert agreed PI's/clinical targets/structure, process and outcome measures)
- The cANP will evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing management and multidisciplinary team colleagues (primary and secondary care).

### **Professional / Clinical**

The ANP/cANP will practice nursing according to:

- Professional clinical guidelines
- National Health Policy.
- Local policies, procedures, protocols and guidelines
- Current legislation
- Values for Nursing and Midwifery – Care, Compassion and Commitment (DoH, 2016).

### **Education and Training**

The ANP/cANP will:

- Contribute to service development through appropriate continuous education, research initiatives, keeping up to date with nursing literature, recent nursing research and new developments in nursing practice, education and management.
- Provide leadership and advice to those engaging in continuous professional development in his/her area of advanced nursing practice.

### **Health & Safety**

The ANP/cANP will:

- Ensure adherence to established policies and procedures e.g. health and safety, infection control, storage and use of controlled drugs etc.
- Ensure completion of incident and near miss forms.
- Ensure adherence to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role, for example; Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and 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.

### **Management**

The ANP/cANP will:

- Provide support, advice and direction to staff as required.

- Engage with the wider healthcare team and facilitate team building.
- Facilitate communication with the healthcare team across services and within the senior nurse team.
- Provide staff leadership and motivation which is conducive to good working relations and work performance.
- Promote a culture that values diversity and respect in the workplace.
- Lead and promote liaisons with internal and external bodies as appropriate, for example; intra-hospital service, community services, or voluntary organisations.
- Contribute to the strategic management and planning process.
- Formulate service plans and budgets in co-operation with the wider healthcare team.
- Provide reports on activity and services as required.
- Engage in IT developments as they apply to service user and service administration.

### **SECTION 3: Person Specification**

#### **Advanced Nurse Practitioner**

<b>Factors</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Are registered in the relevant division of the Register of Nurses &amp; Midwives maintained by the Nursing and Midwifery Board of Ireland [NMBI](Bord Altranais agus Cnáimhseachais na hÉireann) or entitled to be so registered.</li> <li>• Candidates must demonstrate evidence of continuous professional development</li> <li>• Meet the essential criteria for a Candidate Advanced Nurse Practitioner outline in Appendix A below.</li> </ul>	<ul style="list-style-type: none"> <li>• A Masters Degree in Advanced Nursing Practice.</li> <li>• Be registered on the division of the register of Advanced Nurse Practitioners with NMBI</li> <li>• A level 9 Post-Graduate Diploma in Renal Nursing</li> </ul>
<b>Experience (length and type)</b>	<ul style="list-style-type: none"> <li>• Have at least 5 years post registration full time (or an aggregate of 5 years post registration full time) experience of which 2 years (or an aggregate of 2 years post registration full time experience) must be in the speciality or related area.</li> <li>• Proven clinical and managerial ability with vision and leadership skills to lead and manage the nursing and service agendas in line with the HSE, SVHG and Ireland East Hospital Group strategic</li> </ul>	<ul style="list-style-type: none"> <li>• At least three years nursing experience in Haemodialysis</li> <li>• Have the competencies to exercise higher levels of judgement, discretion and decision-making in the area of Nursing above that is expected of the nurse working at primary practice level of the clinical nurse specialist in the relevant Nursing area.</li> </ul>



	goals and objectives within the areas of responsibility.	<ul style="list-style-type: none"> <li>• Satisfactory nursing experience including not less than two years' experience in a senior nursing post or posts</li> <li>• Demonstrate competencies relevant to context of practice.</li> <li>• Provide evidence of continuing professional development.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of nursing guidelines, policies, procedures and protocols, applicable to the speciality</li> <li>• Detailed understanding of the application of Scope of Nursing Practice Framework</li> <li>• Advanced knowledge of current nursing research issues related to specialty</li> <li>• Experience of clinical audit and standard setting</li> </ul>	
<b>ANP Standards and Requirements</b>	Detailed knowledge of the scope of the ANP Role as specified in the Standards and Requirements (NMBI 2017)	<ul style="list-style-type: none"> <li>• Exemplary knowledge, skill and attitude which distinguishes the role as one of informed authority and leadership in the relevant area of nursing</li> <li>• Expert skills in documentation of complete episodes of advanced skills</li> <li>• Lecturing and presentation skills</li> <li>• Advanced leadership, communication, collaboration and influencing skills</li> <li>• Experience of influencing and effecting change</li> <li>• Knowledge of national and international best practice/standards pertinent to the relevant area of nursing</li> <li>• Advanced health assessment, diagnostic, and clinical management skills</li> <li>• Health education and health promotion</li> </ul>

		<ul style="list-style-type: none"> <li>• Role model for expert nursing care in the relevant area.</li> <li>• Advanced theoretical knowledge, associated clinical skills and advanced clinical decision making for his/her caseload</li> <li>• Higher levels of clinical judgement, discretion and clinical decision making</li> <li>• Clinical risk management</li> <li>• Clinical supervision programme</li> <li>• Professional and clinical leadership</li> <li>• Clinical audit and analysis of audit findings</li> <li>• Dissemination of his/her research findings</li> <li>• Leader and advocate of evidence- based nursing practice</li> <li>• Articulate and communicate a vision for excellence in nursing practice</li> <li>• Computer skills (Microsoft Word, Excel, PowerPoint, Outlook and others as relates to the RANP/ANP Candidate position)</li> </ul>
<b>Health</b>	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.	

**Informal Enquiries or Role Specific Enquiries:** Ms Joan Killeen, Directorate Nursing Manager Medical,  
Email: [jkilleen@svhg.ie](mailto:jkilleen@svhg.ie)

**Post Specific Requirements, additional qualifications and or experience required**

The following service specific requirements, additional qualifications and /or experience are offered for consideration in developing the role for a specific scope of practice within a post or within a specific location.

Such examples may be as follows:

- Be a registered nurse prescriber or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Medicinal Products Certificate.
- Have undertaken or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Ionising Radiation Certificate.

## **Tenure**

The appointment is whole-time and Candidate ANP is required to have progressed to being eligible to be a Registered ANP with the NMBI within 3 years of commencement of the post.

Given the developmental nature of this service the successful advanced nurse practitioner candidate will be required to adhere to the terms as set out below which are specific to this appointment.

In line with requirements and standards set out by NMBI (2017) Advanced Practice (Nursing) Standards and Requirements the successful candidate will be required to engage in a process of self-development and structured education and clinical supervision specific to (area of practice to be inserted) in order to develop advanced clinical nursing knowledge and critical thinking skills to gain competence necessary to independently provide efficient, effective, safe patient care to a specific caseload which has been previously agreed.

The Candidate Advanced Nurse Practitioner is expected to demonstrate the core and specific competencies deemed necessary to manage the particular scope of practice and must undertake formal competency assessment to an agreed standard in order to progress towards submission of a personal portfolio to The Nursing and Midwifery Board of Ireland for registration as a Registered Advanced Nurse Practitioner

The timeframe for submission of the individual portfolio will be agreed with the Director of Nursing and relevant clinical lead in order to progress the development of an ANP service (where none exists) and facilitate the strategic development of future ANP candidates and additional patient services.

Where a new RANP service is being developed the Candidate Advanced Nurse Practitioner under the direction of the Health Care Provider's Advanced Practice Stakeholder Governance Group is expected to enable the individual nurse to meet the NMBI Criteria for Registration as an Advanced Nurse Practitioner as set out in Advanced Practice (Nursing) Standards and Requirements (NMBI, 2017). Develop the job description and supporting documentation in line with Bord Altranais agus Cnáimhseachais na hÉireann Advanced Practice (Nursing) Standards and Requirements (NMBI 2017).

On successful completion of the above requirements and on acquiring registration with NMBI as an RANP the candidate will be appointed as an RANP in a permanent capacity.

Failure to successfully achieve essential milestones (outlined above) within an agreed timeframe will result in termination of the ANP career pathway and return to a previously held substantive post OR re-deployment within the organisation.

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.

### **Particulars of Office:**

**The appointment is:** Whole-time, Permanent, Pensionable

**Probationary Period:** The appointee shall hold office for a probationary period of six months – The Hospital's Probation and Induction policy will apply.

**Pension Scheme:** The candidate will be entered into one of the Hospital Superannuation Schemes.

### **Annual Salary:**

Advanced Nurse Practitioner Salary Scale:

€64,188 - €79,212 (01/10/2022)

Candidate Advanced Nurse Practitioner (General) Salary Scale:

€63,574 - €71,795 (01/10/2022)

These particulars are subject to change in line with overall public pay policy.

Candidates should expect to be appointed on the minimum of the salary range and in accordance with the Department of Finance guidelines.

**Working Hours:** The person appointed will work a basic 37.5 hour week.

**Annual leave entitlement:** 25 days per annum pro rata (26 after 5 years and 28 after 10 years qualified excluding breaks and service)

### **Additional Information**

#### **Policies / Legislation**

All Hospital policies and procedures form an integral part of an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice. Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

#### **Hygiene**

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St Vincent's University Hospital's quality system to

ensure the safety and well-being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

### **Confidentiality**

In the course of your employment you may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and, unless acting on the instruction of an authorised officer, such information must not be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

### **Recruitment and Selection**

St. Vincent's University Hospital is committed to the recruitment, development, and retention of the highest calibre of staff, in order to provide the best quality health care to all of its patients and enable the achievement of the objectives of the Hospital.

The Hospital is an *Equal Opportunities Employer* where recruitment and promotion criteria are based on each individual's abilities and competencies. Discrimination, either direct or indirect, which impedes achievement of full equality of opportunity between all staff, will not be tolerated, in accordance with the Employment Equality Acts 1998 and 2004.

The recruitment and selection process is designed to appoint employees based on merit and in line with best practices in a fair, transparent and objective manner. The Recruitment and Selection Policy is available at [www.suvh.ie/HR/PoliciesandProcedures](http://www.suvh.ie/HR/PoliciesandProcedures).

### **Please note the following:**

- The Hospital Board is not responsible for loss or theft of personal belongings.
- Fire orders must be observed and staff must attend fire lectures periodically.
- All accidents within the department must be reported immediately.
- In line with the Safety, Health and Welfare at Work Act (2005), smoking within the Hospital building is not permitted.
- All Staff are advised to avail of Hepatitis B Vaccination
- The use of personal mobile phones is prohibited in clinical care areas.

### **Benefits of working at St Vincent's University Hospital**

St. Vincent's University Hospital is a recognised *Employer of Choice* in Ireland and was the first public hospital to be awarded *Joint Commission International Accreditation* in February 2010. The range of benefits of working in the hospital includes:

- Competitive salary and increments
- Defined benefit pension scheme
- Paid maternity leave scheme
- Access to excellent learning and development opportunities
- Support, including leave and/or financial, is available to employees for approved courses
- Onsite and online library facilities
- Subsidised staff restaurant
- Various flexible working hours options available in many areas

- Time off and leave options to promote work life balance and family friendly working arrangements
- Subsidised pharmacy - employees may purchase discounted medication from the Pharmacy on production of a prescription resulting in significant savings.
- Generous sick pay scheme to support attendance including free flu vaccination for employees
- Access to subsidised gym facilities
- Access to health services credit union
- Group discount on health insurance
- Free membership of Groupschemes.com which provide hundreds of discounts to members of the scheme and direct access to a wide range of savings on day-to-day items across a wide range of products and services including travel, clothing, motor, health and wellbeing, music and entertainment.
- Tax saver commuter ticket scheme - employees can save up to 48% of travel costs as a result of tax savings
- Cycle to Work Scheme and changing facilities
- Access to Health Promotion services including smoking cessation programme
- Active Social Committee
- Excellent access to public transport including dart and bus routes.

**St Vincent's University Hospital buildings and grounds are smoke-free**

**This job description is intended as a basic guide to the scope and responsibilities of the position; it is subject to regular review and amendment as necessary.**

**January 2023**

## **Appendix A; Qualifications Criteria; Candidate Advanced Nurse Practitioner**

### **1. Professional Qualifications, Experience, etc.**

(a) Eligible applicants will be those who on the closing date for the competition:

- (i) Be a registered nurse with the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) or entitled to be so registered.

**And**

- (ii) Be registered in the division(s) of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register for which the application is being made or entitled to be so registered.

**Or**

In recognition of services that span several patient/client groups and/or division(s) of the register, provide evidence of validated competences relevant to the context of practice

**And**

- (iii) Have a broad base of clinical experience relevant to the advanced field of practice

**And**

- (iv) Be eligible to undertake a Master's Degree (or higher) in Nursing or a Master's Degree, which is relevant, or applicable, to the advanced field of practice. The Master's programme must be at Level 9 on the National Framework of Qualifications (Quality & Qualifications Ireland), or equivalent. Educational preparation must include at least three modular components pertaining to the relevant area of advanced practice, in addition to clinical practicum.

**Or**

- (v) Be currently undertaking a Master's Degree in Nursing (Advanced Practice Pathway) or be eligible to register to undertake additional Level 9 National Framework of Qualifications (Quality and Qualifications Ireland) specific modules of a Master's Degree in Nursing (Advanced Practice Pathway) within an agreed timeframe. Educational

preparation must include at least three modular components pertaining to the relevant area of advanced practice, in addition to clinical practicum.

- (vi) Be currently undertaking a Master's Degree in Nursing (Advanced Practice Pathway) or be eligible to register to undertake additional Level 9 National Framework of Qualifications (Quality and Qualifications Ireland) specific modules of a Master's Degree in Nursing (Advanced Practice Pathway) within an agreed timeframe. Educational preparation must include at least three modular components pertaining to the relevant area of advanced practice, in addition to clinical practicum.

**Or**

Possess a Master's Degree (or higher) in Nursing or a Master's Degree which is relevant, or applicable, to the advanced field of practice. The Master's programme must be at Level 9 on the National Framework of Qualifications (Quality & Qualifications Ireland), or equivalent. Educational preparation must include at least three modular components pertaining to the relevant area of advanced practice, in addition to clinical practicum.

**And**

- (b) Candidates must possess 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.