Role profile

Role title	Akeso Registered Nurse
Division	Akeso
Location	Akeso Arcadia Clinic
Reporting structure	Nursing Services Manager

Role Summary

- The Registered Nurse is responsible firstly to the unit manager and in his/her absence to the Registered Nurse delegated to take over these duties, ultimately the Registered Nurse is responsible to the Nursing Services Manager.
- As an integral member of the nursing team he/she is expected to work in cooperation with all his/her nursing colleagues.
- The Registered Nurse shall work in cooperation with all members of the Multidisciplinary team, Administrative team and the Clinic management.

Key work output and accountabilities

Administrative Responsibilities

- a) The Registered Nurse is responsible for ensuring that the Policy and Procedure file is kept intact and well maintained.
- b) The Registered Nurse is expected to be familiar with the content of the policy and procedure file and to ensure that implementation of said Policies and procedures are adhered to by themselves and their subordinates.

Meeting Meetings

To attend meetings as delegated by the unit manager, in her absence or as part of the nursing team eg. Ward rounds, Nurse Management meetings or Administration meetings.

- The Registered Nurse is expected to actively participate in the meeting.
- He/she is responsible for giving feedback to other members of the nursing team in regard to changes in a patient's treatment, any new decisions that have been taken, or any management changes.
- The Registered Nurse is encouraged to make suggestions and offer contributions in regard to improving nursing care.

- He/she is also encouraged to become involved in problem solving

Organisation

- In the absence of the unit manager or as a delegated duty the Registered Nurse will be able to plan systematically, He/she will be able to adapt as circumstances change and will be able to successfully carry a greater workload.
- The Registered Nurse shall delegate duties in accordance to the knowledge, skills and attitudes of colleagues and subordinates, thus maximizing the utilisation of manpower and improving productivity.

Control

- The ordering of medication for patients shall be done according to policy
- Ward stock (medication) will be kept at a manageable level
- Medical supplies will be kept at a manageable level
- Ensure safe keeping of medicines
- Prevent stock shortages through planned ordering
- Ensure that equipment is used correctly
- Ensure Maintenance of equipment
- Ensure safe keeping of equipment
- Ensure that electric lights and heaters are turned off when not in use
- Report maintenance issues
- The delegation and supervision of subordinates is done according to their knowledge, skills and attitude, which facilitates for quality nursing care to be rendered.

Clinical Responsibilities

- Doing the psychiatric nursing evaluation and comprehensively completing the documentation
- Provision of a therapeutic environment
- The therapeutic use of self
- Forming therapeutic nurse/patient relationships
- Doing crisis intervention
- Counselling patients
- Giving psychiatric nursing care
- Giving pre and post care to the patient receiving ECT
- Administering and evaluating the effects of medication
- Giving health education to patient, families and the public when appropriate
- Doing discharge education
- Ensuring that all information pertaining to the patient is recorded accurately and legibly signed
- Ensuring that confidentiality is maintained at all times
- Carrying out patient care and specific duties as delegated by the unit manager
- Ensuring that safe patient care is practised at all times, especially with regard to patients on Special Observation.

- Maintaining open communication with family members and significant others at all times.

Skills profile

Education

- Must be a Qualified Psychiatric Nurse (Registered with SANC)

Work experience

- Minimum of 2 years Psychiatric Experience (Essential)
- Must have an understanding of confidentiality issues and the use of discretion
- Understanding of the Nursing Act and SANC regulation

Leadership skills

Visioning	The ability to provide direction in terms of action towards certain future outcomes.
Empowering	Creating conditions of willingness and participation amongst teams by providing sufficient encouragement, information, resources and authority to make the necessary decisions to accomplish tasks.
Energising	Having the capacity to motivate and mobilize, impart strength, vitality and enthusiasm to teams to actualize the organization's vision of the future.
Designing and aligning	Ensuring the optimal alignment of employee behaviour with the organization's vision and values.
Rewarding and feedback	Fostering a performance culture by creating a framework of appropriate incentives and rewards to direct and motivate the achievement of desired performance behaviours and goals.
Team building	Creating team players and team effectiveness by using appropriate methods and a flexible interpersonal style to instil a cooperative atmosphere conductive to building a cohesive team.
Outside orientation	Awareness of outside constituencies, emphasizing particularly the need to respond to the requirements of customers, suppliers, partners, shareholders and other interest groups, such as local communities affected by the organization.
Global mindset	Possessing a global frame of reference that enables one to scan the external world environment for different perspectives and to adopt successful practices. The capacity to inculcate a global mentality in others by instilling shared values and cross-cultural sensitivity.
Tenacity	The capacity and courage to persevere with one's purpose in a persistent and determined manner despite opposition or setbacks until the desired objective is obtained or it becomes clear that the objective is no longer attainable. Inspiring others, through active example, to have the courage of their convictions.

Emotional intelligence	The capacity to foster trust and create an emotionally intelligent workforce whose members know themselves and deal respectfully and understandingly with others. The ability to regulate and manage one's emotions healthily and productively.
Life balance	Articulating and modelling the importance of the need for life balance for the long term welfare of oneself and one's employees.
Resilience to stress	Appropriately balancing these various pressures to maintain stable performance.

Values and behaviours

Netcare values	At Netcare, our core value is care. We care about the dignity of our patients and all members of the Netcare family. We care about the participation of our people and our partners in everything we do. We care about truth in all our actions. We are passionate about quality care and professional excellence. • Care - The basis of our business. The professional, ethical patient care and services we offer at every level of the organization. • Truth - The crucial element in building relationships that work. Open communication with honesty and integrity is essential. • Dignity - An acknowledgement of the uniqueness of individuals. A commitment to care with the qualities of respect and understanding. • Compassion - We engage everyone with empathy and respond with acts of compassion in all interactions with our patients and their families. • Participation - The willingness and desire to work in productive and creative partnerships with others and the commitment to communicate.
The Netcare way	Netcare is committed to providing quality care. Our basic service standard holds us accountable for the below seven behaviours, which you will be accountable to uphold: • I always greet everyone to show my respect. • I always wear my name badge to show my identity. • I am always well-groomed to show my dignity. • I always practise proper hand hygiene to show my care. • I always engage to show my compassion. • I always say thank you to show my appreciation. • I always embrace diversity to show I am not a racist.

Application process

Netcare is an equal opportunity employer

The Company's approved Employment Equity plan and targets will be considered as part of the recruitment process aligned to the Group's Employment Equity strategy. Netcare actively supports the recruitment of people with disabilities.

Interested candidates who meet the above criteria are requested to e-mail a detailed CV to
pta.recruitment@akeso.co.za

Please note:

- Please note that reference checks for internal applicants will be conducted with the applicant's current and past Netcare direct line managers and the relevant Netcare HR Managers. Therefore, employees are encouraged to discuss internal job applications with their direct line manager to ensure that the line manager is aware of the application.

- The terms and conditions of employment relating to the function you have applied for will be based on those in the Division within which you will be employed.

- If a candidate has any disability that may impair the individual's ability to perform the job function, the candidate must kindly inform the employer so that an assessment for reasonable accommodation can be made.

- By applying for this position and providing us with your CV and other personal information, you are consenting to the information being used for the specific purpose for which it was provided, which is recruitment purposes and possible appointment purposes (should you be successful). Please note that your information will be processed for recruitment purposes only or for such purposes relating to assessing the establishment of an employment relationship with yourself, and this will be done in accordance with the applicable data protection and privacy legislation. We confirm that such information will not be used for any other purpose without obtaining your prior consent.

- If your application is not successful, we retain your CV and other information provided on our electronic system. If you object to your information being used in accordance with the aforementioned clauses, please indicate your objection, and we will immediately securely destroy your personal information.