



Vacancy



ROLE PROFILE

Role title	Enrolled Nurse – General Ward
Division	Hospital
Location	Netcare Greenacres Hospital
Reporting structure	Unit Manager
Closing date	31 July 2022

ROLE SUMMARY

The Enrolled Nurse is responsible for direct and/or indirect nursing care of a patient or group of patients and will function under the direct and/or indirect supervision of the Registered Nurse.

The incumbent is held accountable for his/her own acts and omissions.

Nursing activities form part of a nursing regime that is planned and initiated by the Registered Nurse. The Enrolled Nurse will be responsible for the assessment, care and meeting of patient needs and will also be responsible for the development, implementation and evaluation of appropriate programmes of care to ensuring high quality patient care.

KEY WORK OUTPUT AND ACCOUNTABILITIES

- Ensure that all documentation is maintained timeously and accurately, reflecting patient care.
- Ensure all stock is charged appropriately.
- A Maintain a therapeutic, clean and safe environment that is free from medico-legal hazards.
- Assist with file compilation.
- Adhere to Netcare medical waste management principles and all other waste management principles.
- Maintain a safe working environment in accordance with the Machinery and Occupational Safety Act.
- Report potential/actual risks identified.
- Ensure all stock is well controlled.
- Responsible for ensuring correct use, cleaning and storage of equipment.
- Report equipment needing repair or replacement to sister-in-charge.

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- Maintain professional conduct and standards at all times in accordance with hospital policies and procedures.
- Maintains patient confidentiality at all times.
- Acts in a supervisory capacity over ENA's.
- Practice patient care according to his/her Scope of Practice and assume total responsibility for these activities.
- Contribute to the holistic care of patients.
- Participate in ward/unit's quality improvement programme.
- Attend handover of report at shift commencement.
- Effective communication with patients' regarding their care.
- Promotion of patient overall health and wellbeing.
- Practice the principles of infection prevention and all standard precautions.
- Promote and maintain good public relations with patients, relatives and visitors.
- Execute all procedures according to hospital standards.
- Refer all complaints from patients and doctors to sister-in-charge of the unit.
- Carry out all departmental duties as assigned by supervisors.
- Supports the education and training of the ENA's.
- Actively participate as a member of a team to achieve goals.
- Active involvement in own professional development to maintain a satisfactory level of skill and knowledge.
- Keep up to date with Netcare's evolving policies and procedures.
- Assume responsibility for maintaining competence in CPR.
- Work effectively and co-operatively with others to establish and maintain good working relationships that are mutually beneficial.
- Develop collaborative relationships to help accomplish work goal.

SKILLS PROFILE

EDUCATION

- Registration with the South African Nursing Council as an Enrolled Nurse or equivalent NQF 3 qualification.
- A grade 12 or equivalent NQF level 4 qualification.
- Compliance with the SANC code for an Enrolled Nurse and all applicable health care legislation.
- Appropriate qualifications for specialist areas.

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WORK EXPERIENCE

- Relevant experience in the nursing discipline would be an advantage.

KNOWLEDGE

- The ability to work well under pressure and to maintain effectiveness during changing conditions;
- The ability to develop using collaborative relationships to help accomplish work goals;
- The ability to actively participate as a member of a team to achieve goals;
- The ability to identify and understand issues, problems and opportunities in order to take appropriate action and / or to resolve problems;
- The ability to produce work of a high quality standard by accurately checking processes and tasks;
- The ability to maintain stable performance under pressure by handling stress in an acceptable way to personnel and the organisation;
- Must be prepared to be flexible in working hours / shift work.

MANAGERIAL/ SPECIALIST SKILLS

Coaching Others*	The capacity to recognise development areas in others and support them to facilitate personal development through coaching.
Leading and Managing Change*	The capacity to implement and support change initiatives and to provide leadership in times of uncertainty.
Performance Development*	The ability to evaluate and develop different levels of capacity within a team to achieve set objectives.
Taking Action	Capable of recognising the need for action, considering possible risks and taking responsibility for results.
Decision Making	Capable of making decisions timeously and taking responsibility for the consequences.
Managing Self	Capacity to plan, organise and control own work environment by setting appropriate priorities and achieving set objectives within a given time frame.

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Customer Focus and Service Delivery	The capacity to identify and respond to the needs of *internal and external customers. <i>*Internal and external customers include patients, doctors, colleagues, suppliers, visitors, vendors and any other person that requires a relationship</i>
Adapting and Responding to Change	Capable of supporting and advocating change initiatives and managing own reaction to change.
Continuous Improvement	The capacity to improve systems and processes to facilitate continuous improvement.
Personal Work Ethic	Capacity to instil an ethic of quality and consistency in self and others.
Building Relationships	Capacity to establish constructive and effective relationships.
Communication	The capacity to clearly present information, either written or verbal.
Teamwork	Capacity to cooperate with others to work towards a common goal.
Technical Knowledge	The capacity to perform a technical function to required standards.
Resilience to stress	Appropriately balancing these various pressures to maintain stable performance.
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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 mobilise, impart strength, vitality and enthusiasm to teams to actualise the organisation's vision of the future.
Designing and aligning	Ensuring the optimal alignment of employee behaviour with the organisation'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.

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Team building	Creating team players and team effectiveness by using appropriate methods and a flexible interpersonal style to instil a cooperative atmosphere conducive 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 organisation.
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 know how to deal respectfully and understandingly with others. The ability to regulate and manage one's emotions in a healthy and productive manner.
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	<p>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.</p> <ul style="list-style-type: none"> • Care - The basis of our business. The professional, ethical patient care and services we offer at every level of the organisation. • 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.

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	<ul style="list-style-type: none"> • 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	<p>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:</p> <ul style="list-style-type: none"> • 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 seek consent to show my compassion. • I always say thank you to show my appreciation. • I always embrace diversity to show I am not a racist.

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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 Junaine.Jobson@netcare.co.za

Please note:

- Please note that reference checks for internal applicants will be conducted with the current and past Netcare direct line managers of the applicant and the relevant Netcare HR Managers. Employees are therefore 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 which you have applied for will be based on those that exist in the Division within which you will be employed.
- In the event of a candidate having 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 destroy your personal information in a secure manner.



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