



NETCARE

# Vacancy

Closing date: 29.06.2023

## Role profile

|                     |                                       |
|---------------------|---------------------------------------|
| Role title          | <b>Infection Control Co-ordinator</b> |
| Division            | Netcare Hospitals                     |
| Location            | Netcare Alberton Hospital             |
| Reporting structure | Deputy Matron                         |

## Role summary

The role of the Lead Infection Control Coordinator is to aid and assist and hospital employees in the management of prevention, identification and control of infection in patients and staff

The incumbent will further assist in planning, developing and implementing an infection control programme for the hospital using basic infection control standards.

## Key work output and accountabilities

- Infection Prevention
- Differentiate among colonisation, infection and contamination
- Identify occurrence, reservoirs, incubation periods, periods of communicability, modes of transmission, signs and symptoms and susceptibility associated with the disease process
- Interpret results of diagnostic/laboratory results
- Recognise limitations and advantages of type of tests used to diagnose infectious processes
- Recognise epidemiologically significant organisms for immediate review and investigation
- Differentiate among prophylactic, empiric and therapeutic use of antimicrobials
- Identify indications for environmental microbiological monitoring
- Co-ordinate implementation of appropriate infection control isolation protocol
- Surveillance and epidemiologic investigations
- Design surveillance systems
- Collect and compile surveillance data
- Interpret surveillance data
- Conduct outbreak investigation
- Preventing Controlling the transmission of infectious agents
- Develop and review infection prevention and control policies and procedures
- Collaborate with Department of health in response to communicable diseases
- Identify and implement infection prevention and control strategies related to quality improvement, facility and equipment management
- Management and Communication
- Planning: Conduct risk assessments for the site
- Develop, evaluate and revise goals and objectives for infection prevention

- Recommend specific equipment, personnel and resources for the infection prevention and control program
- Recommend changes in practice based on clinical outcome and financial implications
- Co-ordinate and attend Hospital Infection Control Committee
- Collaborate with risk management and quality management in the identification and review of adverse events
- Evaluate accreditation and regulatory issues and facilitate compliance
- Quality/performance improvement and patient safety
- Co-ordinate and drive quality improvement in infection prevention and control
- Demonstrate QIP projects utilising the quality methodology
- Education and Training
- Prepare, present or co-ordinate educational workshops, lectures, discussion, orientation programs and individual discussions on a variety of infection prevention and control topics
- Provide information on the topic to patients, family and general public when required
- Research: Apply critical reading skills to evaluate research findings
- Incorporate research findings into practice through education and consultation
- Occupational Health Management
- Review and/or develop screening and immunisation programs
- Provide counselling, follow up work restrictions and recommendations related to communicable disease or following exposure
- Assist with analysis and trending of occupational exposure incidents and information exchange between Occupational Health and Infection Prevention and Control department
- Assess risk of occupational exposure to infectious diseases
- Personal and professional development
- 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
- Attend infection control related seminars to improve own knowledge
- Build and maintain stakeholder relationships
- Work effectively and co-operatively with others to establish and maintain good working relations that are mutually beneficial
- Develop collaborative relationships to help accomplish goals

### Skills profile

#### Education

- Registration with the South African Nursing Council as a registered Nurse or equivalent NQF level 7 qualification
- Compliance with the SANC Scope of Practise for a Registered Nurse and all other applicable Health Care Legislation
- Diploma in Infection Control

#### Work experience

- Intermediate computer proficiency in the Microsoft Office Suite
- Previous exposure to financial budgeting
- Data analysis

#### Knowledge

- SAP
- IMT

NON- MANAGERIAL/ SPECIALIST SKILLS

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|-------------------------------------|---|
| 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.   |
| Customer Focus and Service Delivery | The capacity to identify and respond to the needs of *internal and external customers.<br><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.   |
| <b>Leadership skills</b>            |   |
| 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 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 organization.                |

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| 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.   |
| <b>Values and behaviours</b> |   |
| 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"> <li>• Care - The basis of our business. The professional, ethical patient care and services we offer at every level of the organization.</li> <li>• Truth - The crucial element in building relationships that work. Open communication with honesty and integrity is essential.</li> <li>• Dignity - An acknowledgement of the uniqueness of individuals. A commitment to care with the qualities of respect and understanding.</li> <li>• Compassion - We engage everyone with empathy and respond with acts of compassion in all interactions with our patients and their families.</li> <li>• Participation - The willingness and desire to work in productive and creative partnerships with others and the commitment to communicate.</li> </ul> |
| 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"> <li>• I always greet everyone to show my respect.</li> <li>• I always wear my name badge to show my identity.</li> <li>• I am always well-groomed to show my dignity.</li> <li>• I always practise proper hand hygiene to show my care.</li> <li>• I always engage to show my compassion.</li> <li>• I always say thank you to show my appreciation.</li> <li>• I always embrace diversity to show I am not a racist.</li> </ul>   |

## 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 [Kgothetse.Mavundla@netcare.co.za](mailto:Kgothetse.Mavundla@netcare.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 processed for possible recruitment and selection 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 will retain your CV and other information provided on our electronic system for 12 months. 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.
- Kindly note that only shortlisted candidates will be contacted. Applicants, who have not been contacted within 30 days of the closing date of this advert, should consider their application as unsuccessful.

