

**NETCARE**

Vacancy

Closing date: 23.10.2023

Role profile

Role title	Registered Midwife
Division	Hospital Division
Location	Netcare Kingsway Hospital – Maternity Ward
Reporting structure	Unit Manager

Role summary

The Registered Midwife will render and promote cost effective, safe quality patient care in accordance with hospital standards and policies with a specific focus on the total management of patients during the delivery process from admission to the maternity ward to discharge from the hospital, including anti-natal care.

The incumbent will further be responsible for direct and/or indirect nursing care of a patient or a group of patients, for assessing, planning, executing and supervising the implementation of care to meet patient needs, is a role model in the delivery of evidence based care and will actively participate in Clinical Governance.

Key work output and accountabilities

- Manage acuity and skill mix to ensure appropriate level of care
- Audit of health records to ensure compliance
- Ensure all stock is well controlled and managed, charged and credited appropriately
- Keep abreast of current research in the discipline
- Participate in ward/units quality improvement programme
- Practice patient care according to the Scope of Practice and assume total responsibility for these activities
- Contribute to the holistic care of patients
- Attend handover of report at shift commencement
- Effective communication with patients regarding their care
- Promote patient of health and wellbeing
- Practice the principles of infection prevention and all Standard precautions
- Promote and maintains 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
- Provide and supervise the delivery of evidence based nursing care
- Perform all duties specifically related to childbirth, including the delivery of babies, pre-natal- anti-natal service and the full spectrum of patient care form admission to discharge.
- Ensure that all patients have an appropriate nursing care plan
- Communicate with Health Care Practitioners regarding any change in health status

- Administer and store medication in accordance with the Netcare policy.
- Perform other duties as reasonably requested by the Unit Manager or senior member of staff.
- Effective risk prevention and management
- Maintain a therapeutic, clean and safe environment that is free from medico-legal hazards
- Adhere to the Netcare Resuscitation and Reanimation policy
- 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 and act upon potential/actual risks identified
- Responsible for ensuring correct use, cleaning and storage of equipment
- Report equipment needing repair or replacement
- Maintain professional conduct and standards at all times in accordance with hospital policies and procedures
- Maintain patient confidentiality at all times
- Keep up to date with Netcare's evolving policies and procedures
- Assumes responsibility for own personal and professional development
- Assumes responsibility for maintaining competence in CPR
- Keep abreast of current research in the discipline
- Mentoring and supervision of junior healthcare providers and support staff
- Facilitation of a learning environment
- Work effectively and co-operatively with others to establish and maintain good working relationships that are mutually beneficial.
- Create and maintain a positive environment where the differences of others are recognized, understood, and valued, so that all can reach their full potential and maximize their contributions.
- Develop collaborative relationships to help accomplish work goal.

Skills profile

Education

- Grade 12 / Matric
- A recognised Degree or Diploma in General Nursing and Midwifery with current Registration with SANC.

Work experience

- Private Hospital experience in the specified discipline would be an advantageous
- Current and at least 2 years relevant experience in the maternity discipline including antenatal, labour and postnatal care
- Capacity to implement and maintain standards of health practice required from all accredited bodies and appropriate health legislation

Knowledge

- Thorough knowledge of general / specialized nursing theory and practice
- Extensive knowledge of modern nursing care principles and practices in the labour and post-natal ward including the care of the neonate

- 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 plan and organise work for self and others to ensure efficient completion
- The ability to produce work of a high quality standard by accurately checking processes and tasks related to midwifery nursing
- The ability to maintain stable performance under pressure by handling stress in an acceptable way to personnel and the organisation
- The ability to set high standards of performance for self and others, and assuming the overall responsibility and accountability for the successful completion of assignments or tasks

Non Managerial/ Specialist Skills

Customer Focus and Service Delivery	The capacity to identify and respond to the needs of *internal and external customers. *Internal and external customers include patients, doctors, colleagues, suppliers, visitors, vendors and any other person that requires a relationship
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.

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 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 compassion 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.
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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 strengthen inclusivity and belonging.

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 kingswayapplications@netcare.co.za

Please clearly state the position which you are applying for on the subject line:
Kingsway Hospital – Registered Midwife – Maternity Ward

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.

