

**NETCARE**

# Vacancy

Closing date: 28.11.2023

## Role profile

Role title	Clinical Nurse – Scrub and Anaesthetic(Vascular, Neuro & Orthopaedic disciplines)
Division	Netcare Hospitals
Location	Netcare Milpark Hospital
Reporting structure	Theatre Manager

## Role summary

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

## Key work output and accountabilities

### Patient Care

- Practices patient care according to his/her Scope of Practice and assumes total responsibility for these activities
- Ensure that all patients have an appropriate nursing care plan and are preparation procedures
- Contributes to the holistic care of patients
- Effective Risk prevention and management
- Participate in Theatre quality improvement programme
- Effective pre and post-operative communication with patients
- The promotion of health and wellbeing
- Practices the principles of infection prevention and all Standard precautions
- Promotes and maintains good public relations with patients, relatives and visitors
- Executes all procedures according to hospital standards
- Refer all complaints from patients and doctors to Theatre Manager
- Carries out all departmental duties as assigned by Supervisors
- Provides and supervises the delivery of evidence based nursing care
- Communicate and assist the surgical team during the procedure.
- Administer and store medication in accordance with the Netcare policy.

### Personal and professional development

- Assumes responsibility for own personal and professional development
- Assumes responsibility for maintaining competence in CPR
- Projects a positive professional image
- Promotes and maintains good working and interpersonal relationships with management, colleagues and doctors
- Keeps up to date with Netcare's evolving policies and procedures
- Mentoring and supervision of junior healthcare providers and support staff
- Facilitation of a learning environment
- Keep abreast of current research in their discipline

- Participate in staff development and maximising performance

### Administration

- Manage acuity and skill mix to ensure appropriate level of care
- Compliance with documentation policy
- Ongoing audit of health records to ensure compliance
- Ensure all consignment stock, equipment and prosthesis are well controlled and managed, charged and credited appropriately

### Risk Management

- Maintains a therapeutic, clean and safe environment that is free from medico-legal hazards
- Adheres to the Netcare Resuscitation and Reanimation policy
- Adheres to Netcare medical waste management principles and all other waste management principles
- Maintains a safe working environment in accordance with the Machinery and Occupational Safety Act
- Reports and acts upon potential/actual risks identified
- Responsible for ensuring correct use, cleaning and storage of theatre equipment and instrumentation
- Reports equipment needing repair or replacement
- Maintain professional conduct and standards at all times in accordance with hospital policies and procedures

### Education

- A relevant nursing qualification (Diploma in General Nursing or Bachelor of Nursing Degree)
- Registration with the South African Nursing Council as a Registered Nurse
- Compliance with the SANC code for a Registered Nurse and all applicable health care legislation
- Capacity to implement and maintain standards of health practice required from all accredited bodies and appropriate health legislation

### Work experience

- Scrub and/or Anaesthetic experience essential
- Relevant experience and technical skill to meet the critical outputs
- Exposure in all those disciplines is Essential

### Knowledge

- Knowledge of applied anatomy as it relates to various surgical procedures
- Technical knowledge relating to surgical instruments, supplies and equipment

### Non-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.
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.

## 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"> <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>
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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 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 [Milpark.recruitment@netcare.co.za](mailto:Milpark.recruitment@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 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.

