

**NETCARE**

# Vacancy

Closing date: 30.01.2024

## Role profile

Role title	Clinical Nurse (R/N)-Experienced –ICU x 4
Division	Hospital Division
Location	Netcare UCT Private Academic Hospital
Reporting structure	Unit Manager

## Role summary

The Professional nurse/Clinical Nurse is a professional who remains responsible for the assessment, planning and implementation of individualised, holistic and person centered nursing care of a patient, their families or the community, either performed directly or indirectly.

The incumbent ultimately coordinates patient care within the concept of the multi-disciplinary health team.

The incumbent also fulfils the role by the use of scientifically based nursing theories and processes, treating the patients as a physical, social and spiritual individual, and by use of educational and technical means applicable to health care practice.

## Key work output and accountabilities

- Serve as a clinical resource in assisting personnel to assess, plan, implement, evaluate and document nursing care in the unit.
- Ensure communication and interaction with family and health professionals regarding optimal patient care, thereby acting as a patient advocate when necessary.
- Ensure communication between nursing management and unit to eliminate patient care problems / issues.
- Assess, plan and implement advanced nursing care in a specialized field in accordance with standard nursing care procedures, as set out in the standards and SOPs as well as nursing care theory and medical direction.
- Initiate, direct and maintain emergency treatment (RESUS) as indicated to any patient / person in any ward / department of the hospital. To diagnose and treat the emergency patient quickly, effectively and efficiently as possible within the Scope of Practice
- Interview patient and family to obtain relevant general background information and problem identification; evaluate patient's behaviour and assess immediate and long term needs.
- Participate as a professional member of the multi-disciplinary team in evaluating, developing and implementing health care plans and treatment regime.
- Do rounds with the physician/medical practitioners to review condition of patients; develop nursing care plans; participate in the care of all patients in the unit.
- Evaluate patients care needs; initiate individualised nursing care plans; co-ordinate patient services.

- Prepare day / night shift documentation that reflects patient status, patient / staff ratio and problems
- Communicate with the unit manager, so that he / she is informed of activities and problems
- Perform any related tasks as requested.
- Provide input and standards in formulating patient care policy and procedures in the hospital.
- To ensure the provision of a safe, clean and secure environment for patients, staff and visitors.
- Aim as member of staff to optimise and maintain quality, effective and safe nursing care, within the frame of the assigned budget.
- Evaluate, set standards and monitor safe utilization of supplies and equipment.
- Actively participate as a member of a team to achieve goals
- Co-operate and collaborate with other hospital departments to provide appropriate support services.
- Co-ordinate with the Clinical Facilitation Department and other members of the multi-disciplinary team to meet and acknowledge the on-going educational needs of the nursing staff / student as well as the patients
- Co-operate with the Clinical Facilitators in planning, implementing mentoring and evaluation of learning experiences / opportunities for nursing staff / students
- Provide for the ongoing review, practice and in-service training of emergency procedures
- Actively participate in in-service training and orientation of new staff in the unit
- Advise and inform staff on current and revised policies and procedures.
- Allocate staff members in a manner that promotes optimal use of staff to provide appropriate nursing care for the individual patient regarding his / her needs and specialised skills needed by the nursing staff member through proper clinical judgement.
- Adjust staff levels to provide for acuity level needs
- 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.
- 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
- Maintain and encourage effective communication and interaction within the unit, other members of the multi-disciplinary team and the public.
- Foster good interpersonal relations and public relations while interpreting / applying the philosophy, goals, objectives, policies and procedures.

## Skills profile

### Education

- Registered as a Professional Nurse with the South African Nursing Council

### Work experience

- Thorough knowledge of general / specialized nursing theory and practice .
- Relevant experience in the nursing discipline would be an advantage.

- Extensive knowledge of modern nursing care principles and practices in the highly specialised field of the intensive care nursing.

## 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	Having the capacity to motivate organisation's vision of the future.
Rewarding and feedback	Ensuring the optimal alignment of employee behaviour with the organisation's vision and values.
Team building	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.
Outside orientation	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.
Global mind-set	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	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"> <li>• Care - The basis of our business. The professional, ethical patient care and services we offer at every level of the organisation.</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 [Mikayla.Williams@netcare.co.za](mailto:Mikayla.Williams@netcare.co.za) using reference: **Clinical Nurse (R/N)-Experienced –ICU x 4**

#### 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.

