

**NETCARE**

# Vacancy

Closing date: 16.02.2024

## Role profile

Role title	Infection Control Coordinator x 2
Division	Netcare Hospitals
Location	Netcare Milpark Hospital
Reporting structure	Infection Control Manager

## Role summary

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

The incumbent will further be responsible to plan, develop and implement an infection control programme for the hospital using basic infection control standards

## Key work output and accountabilities

- Aid and assist all hospital employees in managing the prevention, identification and control of infections in patients and staff.
- Plan, develop and implement an infection control programme for the hospital using basic infection control standards.
- Responsible to the hospital management for reporting on a regular basis all infections in the hospital.
- Review of environmental hygiene, cleanliness, the care of linen and waste on a regular basis and document results for discussion with hospital management.
- Identify indications for environmental microbiological monitoring.
- Notify the Department of Health timeously of diseases where applicable.
- Ensure an environment safe from infection for all hospital staff.
- Organise regular infection control committee meetings and document the proceedings.
- Interpret results of diagnostic/laboratory results.
- Differentiate among colonisation, infection and contamination when analysing laboratory results.
- Identify occurrence, reservoirs, incubation periods, periods of communicability, modes of transmission, signs and symptoms and susceptibility associated with the disease process.
- Recognise limitations and advantages of type of tests used to diagnose infectious processes.
- Recognise epidemiologically significant organisms for immediate review and investigation.

- Plan and implement the procedure used to identify and investigate an outbreak of infection (either community or hospital acquired) using accepted infection control standards
- Implement, when needed, isolation protocols that are effective and understandable to all hospital personnel.
- Maintain an up to date infection control file that is available and accessible to all nursing and house-keeping staff
- Maintain written and acceptable protocols for infectious diseases including VHF, SARS, Meningitis and Covid-19.
- Accountable for the availability of all equipment needed for the management infectious diseases.
- Recommend specific equipment, personnel and resources for the infection prevention and control program.
- Ensure the provision of protective clothing for all staff and members of the public when needed.
- Supply appropriate and reliable disinfectants, sterilants and monitoring equipment and ensure that nursing and other staff understand the use of these items.
- Ensure that there is a written quality insurance programme for infection control after a base line survey and that evaluation and remedial measure are in place.
- Co-ordinate and drive quality improvement in infection prevention and control.
- Demonstrate QIP projects utilising the quality methodology.
- Active involvement in research activities to discover new knowledge about products, processes, and services, and then applying that knowledge to create new and improved products, processes, and services that meet the hospital needs.
- Apply critical reading skills to evaluate research findings.
- Incorporate research findings into practice through education and consultation.
- Motivate and encourage staff to participate in research within their Scope of Practice.
- Actively provide leadership to the team to achieve goals. Create an environment where staff are aware of the role they play in the provision of quality nursing care and their value to the organization.
- Assign decision making, authority, tasks and responsibility to appropriate persons in order to maximize organisation and employee effectiveness.
- Co-operate with Netcare Education Division to ensure appropriate nursing training for the delivery of quality care.
- Facilitate a culture that is supportive of talent management and the initiation of required implementations to hone nursing talent.
- Enforce staff dress code within and on leaving the Hospital.
- Enforce hand hygiene and bare below elbows.
- Facilitate effective change and conflict management.
- Orientation of new staff and students.

- Manage and ensure the facilitation of Infection Control as a topic in the hospital orientation programme at all levels and document attendance of training.
- Oversee the development and facilitation of Infection Control in-service training programmes based on a needs analysis and evaluate the training regularly.
- Manage and ensure the introduction of a programme for the use of new products and equipment from an infection control viewpoint.
- 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.
- 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.
- Keep abreast of current research in the applicable discipline.
- Work effectively and co-operatively with the management team and other stakeholders 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 goals.
- Maintain customer intimacy through building relationships with doctors, nursing staff, suppliers and building patient loyalty.
- Build strategic inter-departmental relationships to help achieve business goals at hospital Exco and departmental level within the hospitals.

Collaborate with risk management and quality management in the identification and review of adverse events.

## Skills profile

### Education

- A relevant nursing qualification (Diploma in General Nursing/ B Cur Degree)
- Certificate or Diploma in Infection Control.
- Registration with the South African Nursing Council as a Registered Nurse
- Compliance with the SANC Scope of Practise for a Registered Nurse and all other applicable Health Care Legislation

### Work experience

- 2 -3 years' experience in infection control and prevention.
- Experience in the hospital environment will be highly advantageous

## Knowledge

- Intermediate computer proficiency in the Microsoft Office Suite
- Comprehensive Understanding of Risk Management Processes & Occupational Health
- Knowledge of OHS Act, COID Act, Environmental Legislation
- Excellent communication skills (written and verbal).
- Risk Management
- Knowledge of global sustainability initiatives and best practices.

## 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"> <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 compassion and respond with acts of compassion in all interactions with our patients and their families.</li> </ul>
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	<ul style="list-style-type: none"> <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 [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 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.

