



NETCARE

Vacancy

Closing date: 04.03.2024

Role profile

Role title	Maintenance Assistant
Division	Akeso
Location	Akeso Crescent Clinic
Reporting structure	Hospital Manager

Role summary

The Maintenance Assistant provides numerous services indoors and outdoors in a variety of areas, including general maintenance and cleaning, plumbing, electrical, carpentry, masonry and renovations.

Key work output and accountabilities

- Completion of routine check lists.
- Complete jobs on job cards and job request lists.
- Basic plumbing e.g. unblocking drains, fixing leaks, etc.
- General maintenance and cleaning (e.g. gutters, walls, etc), ensuring the facility is well looked after.
- Minor electrical issues e.g. changing light bulbs, etc.
- Sweep, clean and tidy facility outdoors.
- Trim hedges, trees and general gardening duties
- Assist with moving furniture and setting up group room meetings.
- Maintain garden store and all gardening tools.
- Assist with cleaning of drains and kitchen fat traps.
- Empty all cigarette receptacles.
- Clean braais after use.
- Assist Housekeeping when required.
- Cleaning of gutters.
- Attend to blocked toilets and drains, using rods where necessary.
- Maintain paved area as per health and safety standard.
- Effect minor repairs such as broken door hinges, locks, window catches, change light bulbs.
- Fill holes in walls, painting, internal and external touch-ups.
- Assist with installing appliances and equipment.
- Collect post weekly.

- Check maintenance requests in all units.
- Inspect facility for defects, and repair or report.
- Filling of water dispensers daily – all units.
- Maintain maintenance store in an orderly fashion.

Skills profile

Education

- Grade 12 or equivalent NQF Level 4 qualification (Essential).
- Relevant technical qualification as an electrician, carpenter, etc. (Preferred)

Work experience

- Previous experience in a role involved in general maintenance.

Knowledge

- **Essential:**
 - Good communicator – verbal and written
 - Able to comprehend, read and write English
 - Physical stamina and dexterity
 - Basic skills in plumbing, carpentry, electrical, masonry
 - Able to comprehend, read and write English
- **Preferred:**
 - Working knowledge of clinic
 - Understanding of patient protocol and confidentiality

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 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.
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.

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 empathy 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.
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"> 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 ccr.recruitment@akeso.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 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.

