



NETCARE

Vacancy

Closing date: 31.03.24

ROLE PROFILE

Role title	Enrolled Nurse ICU
Division	Hospital Division
Location	Netcare Linksfield/Linkwood Hospital
Reporting structure	Unit Manager

ROLE SUMMARY

The Enrolled Nurse is responsible for direct and/or indirect nursing care of a patient or group of patients and will function under the direct and/or indirect supervision of the Registered Nurse.

The incumbent is also responsible for and is held accountable for his/her own acts and omissions. Nursing activities form part of a nursing regime that is planned and initiated by the Registered Nurse. The Enrolled Nurse will be responsible for assessment and care as well as the needs of patients and will be responsible for the development, implementation and evaluation of appropriate programmes of care, ensuring the delivery of high quality care to patients.

KEY WORK OUTPUT AND ACCOUNTABILITIES

Patient care:

- Practices patient care according to his/her Scope of Practice and assumes total responsibility for these activities
- Contributes to the holistic care of patients
- Participate in ward/units quality improvement programme
- Attends handover of report at shift commencement
- Effective communication with patients' regarding their care
- 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 sister-in-charge of the unit
- Carries out all departmental duties as assigned by supervisors.

Documentation:

- Ensures that all documentation is maintained accurately and timeously reflecting patient care
- Ensure all stock is charged appropriately
- Assist with file compilation

Risk Management:

- Maintains a therapeutic, clean and safe environment that is free from medico-legal hazards
- 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 potential/actual risks identified
- Ensures all stock is well controlled and managed
- Responsible for ensuring correct use, cleaning and storage of equipment
- Reports equipment needing repair or replacement to sister-in-charge
- Maintain professional conduct and standards at all times in accordance with hospital policies and procedures
- Maintains patient confidentiality at all times
- 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

SKILLS PROFILE

EDUCATION

- Registration with the South African Nursing Council as an Enrolled Nurse or equivalent NQF 4 qualification
- Compliance with the SANC code for an Enrolled Nurse and all applicable health care legislation

WORK EXPERIENCE

- 1-3 years' relevant experience

- Previous nursing experience in an ICU/High Care Unit essential
- Previous private healthcare experience essential
- Capacity to implement and maintain standards of health practice required from all accredited bodies and appropriate health legislation

KNOWLEDGE

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

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"> • 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 thamia.rapisiwa@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.

