



NETCARE

# Vacancy

Closing date: 22/03/2024

## Role profile

|                     |                                    |
|---------------------|------------------------------------|
| Role title          | REGISTERED NURSE - PAEDIATRIC UNIT |
| Division            | HOSPITAL                           |
| Location            | NETCARE UNITAS HOSPITAL            |
| Reporting structure | UNIT MANAGER                       |

## Role summary

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

## Key work output and accountabilities

- Practice patient care according to his/her Scope of Practice and assumes total responsibility for these activities
- Contribute to the holistic care of patients
- Ensure that all patients have an appropriate nursing care plan
- Refer all complaints from patients and doctors to sister-in-charge of the unit
- Carry out all departmental duties as assigned by Shift Leader/ Unit Manager
- Communicate with Health Care Practitioners regarding any change in health status
- Mentoring and supervision of junior healthcare providers and support staff
- Manage acuity and skill mix to ensure appropriate level of care
- Reports and acts upon potential/actual risks identified
- Maintain professional conduct and standards at all times in accordance with hospital policies and procedures
- Promote and maintain good working and interpersonal relationships with management, colleagues and doctors
- Perform other duties as reasonably requested by the Unit Manager or senior member of staff.

## Skills profile

### Education

- Grade 12 or equivalent qualification
- A relevant nursing qualification (Diploma in General Nursing/ B Cur Degree) essential
- Registration with SANC as a Registered Nurse essential

### Work experience

- Have at least 3 years private hospital experience in Paediatric Unit
- The ability to communicate well at all levels
- The ability to work well under pressure and to maintain effectiveness during changing conditions

- The ability to develop using collaborative relationships to help accomplish work goals
- The ability to actively participate as a member of a team to achieve goals
- The ability to identify and understand issues, problems and opportunities in order to take appropriate action and / or to resolve problems
- The ability to plan and organise work for self and others to ensure efficient completion
- The ability to produce work of a high quality standard by accurately checking processes and tasks
- The ability to maintain stable performance under pressure by handling stress in an acceptable way to personnel and the organisation

## Knowledge

- The ability to set high standards of performance for self and others, and assuming the overall responsibility and accountability for the successful completion of assignments or task
- Understanding of government and private partnerships. Keeping up to date with the current and new technology for surgeries

## 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.<br><br><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.   |

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| 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> |
| 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 [patience.sigonde2@netcare.co.za](mailto:patience.sigonde2@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.

