



**NETCARE**

# Vacancy

Closing date: 31.03.2024

## ROLE PROFILE

<b>Role title</b>	<b>Theatre Scrub Nurse</b>
<b>Division</b>	<b>Hospital Division</b>
<b>Location</b>	<b>Netcare Linksfield/Linkwood Hospital</b>
<b>Reporting structure</b>	<b>Theatre Manager</b>

## ROLE SUMMARY

The Clinical Nurse is a professional who remains responsible for the assessment, planning and implementation of individualised and holistic nursing care of a patient, their families or the community, performed either 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

The duties of the post include but are not limited to the following, and are carried out in accordance with Netcare's Policies and Procedures. The objective of this post is to render and promote quality patient care in accordance with hospital standards / policies.

- Assessment, planning and implementation
- Evaluate and record of nursing care
- Provide quality nursing care
- Identify problems and determine appropriate action
- Actively participate as team member to assist in the completion of tasks
- Actively participate in sustaining effective doctor, staff and patient relationships
- Ensure high quality or work standards
- Ensure that high standards are maintained at all times in the theatre rooms i.e. the surgical scrub for procedures and management of aseptic techniques must be adhered to consistently
- Ensure adherence and compliance of the Occupational Health and Safety Act
- Ensure that medical stock products are charged ethically and honestly

- Adhere to the legal and professional requirements

## SKILLS PROFILE

### EDUCATION

- Registered as a Professional Nurse with the South African Nursing Council or equivalent NQF level 7 qualification Registration with the South African Nursing Council as a Registered Nurse
- Diploma in Operating Theatre Techniques essential

### WORK EXPERIENCE

- 3 years' experience in Cardio-thoracic surgery essential,
- Previous experience as a Theatre Scrub Nurse is essential
- Should preferably have experience in the following procedures: General Surgery, ENT, Eyes, Orthopaedics, General and Endoscopic Surgery, Ophthalmology, Gynea, Urology, Maxillo Facial and Reconstructive Surgery
- Skilled in all basic nursing procedures as well as procedures specific to the operating theatre environment
- Strong quality patient care orientation with capacity to implement and maintain standards of health practice required from all accredited bodies and appropriate health legislation
- 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

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.

- 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

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:

- 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](mailto: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.

