



NETCARE

Vacancy

Closing date: 19.03.2024

Role profile

Role title	Clinical Nurse Specialist-ICU
Division	Hospital
Location	Netcare Pholoso Hospital
Reporting structure	Unit Manager

Role summary

The Clinical Nurse Specialist focuses on the delivery of quality competent nursing care. The incumbent acts as a clinical resource and leader in a particular clinical specialty, performing functions at an advanced level competently and consistently.

Sound and contemporary knowledge of the area of specialty, together with an advanced understanding of professional nursing, health care delivery and programme planning, allows the CNS to fulfil the following primary roles:

1. Advanced clinical care
2. Consultation as a source of expert knowledge
3. Clinical teaching of staff and learners
4. Research
5. Leadership

Key work output and accountabilities

- Acts as shift leader for the post that shift that he / she is responsible for
- Responsible for the delivery and co-ordination of competent nursing care during the shift for which the CNS is responsible
- Supports and supervises less experienced staff, acts as a preceptor for new staff, and assists in the clinical teaching of learners
Provide leadership in the clinical situation, and acts as an influential role model for best competent professional practice
- Contribute to the ongoing research, development and review of best practice in the specialty
- Actively participate as a member of a team to achieve goals
- Co-operate and collaborate with other hospital departments to provide appropriate support services.
- Acts as a resource in the clinical specialty as a result of advanced and broad knowledge and skills in that specialty

- Allocate staff members in a manner that promotes optimal use of staff to provide appropriate nursing care for the individual patient regarding his / her needs and specialised skills needed by the nursing staff member
- Adjust staff levels to provide for acuity level needs
- 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
- Work effectively and co-operatively with others to establish and maintain good working relationships that are mutually beneficial.
- Develop collaborative relationships to help accomplish work goal
- Maintain and encourage effective communication and interaction within the unit, other members of the multi-disciplinary team and the public.
- Foster good interpersonal relations and public relations while interpreting / applying the philosophy, goals, objectives, policies and procedures

Skills profile

Education

- Grade 12 / Matric
- Registered as a Professional Nurse with the South African Nursing Council or equivalent NQF level 7 qualification
- A post basic qualification in the area of specialty, or evidence of competent experience in that field, together with contemporary skills and knowledge of that specialty.

Work experience

- >1 Years post-graduate patient care experience in an operational environment would be beneficial

Knowledge

- Good general knowledge and understanding of legislation pertaining to the specific business environment
- Thorough knowledge of general / specialized nursing theory and practice
- Extensive knowledge of modern nursing care principles and practices in the highly specialised field

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"> • 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 compassion 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 strengthen inclusivity and belonging.

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 Pholosovacancies@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.

