



NETCARE

Vacancy

Closing date: 20.03.2024

Role profile

Role title	Auxiliary Nurse – Section 14
Division	Hospital Division
Location	Netcare Garden City Hospital
Reporting structure	Unit Manager

Role summary

The Auxiliary Nurse will be responsible for basic nursing care of a patient or group of patients and will provide care as determined and delegated by a nurse with at least three years of nursing education and training and will be supervised where there is no prescribed plan of care or set standards. This includes providing basic nursing care for the patient, with confidence, competence, and compassion, as well as related care of the patient’s possessions, documentation and the control and economical use of stock and equipment in the ward.

Key work output and accountabilities

- Initiate and maintain a therapeutic environment that is free from medico-legal hazards.
- Adhere to all nursing related policies and procedures to ensure the delivery of safe patient care.
- Maintain a safe working environment in accordance with the Occupational Health and Safety Act 85 of 1993.
- Report potential/actual risks identified.
- Adhere to Netcare medical waste management principles and all other waste management principles.
- Ensure all stock is well controlled.
- Report equipment needing repair or replacement to shift leader.
- Maintain patient confidentiality at all times
- Practice Person centred care according to his/her Scope of Practice and assume total responsibility for these activities
- Render basic nursing care that is based on a prescribed plan of care and set Netcare/hospital standards; including but not limited to
- Identifying bio-psychosocial needs of an individual (this would be integral in person-centred care)
- Evaluate / assess the patient’s response to nursing care.
- Accurately record the outcomes in the progress report and report to the shift leader.
- Monitor vital signs of patients: Monitor vital data, oxygen saturation MEWS and AVPU
- The assessment of pain and discomfort

- Promote mobility and prevent complications and deformities related to immobility.
- Maintenance of oxygen therapy
- Monitoring of fluid balance OR
- Promote and maintain health, prevent disabilities / complications,
- Provide comfort and care to patients with varied health needs.
- Carry out all departmental related duties as delegated.
- Practice and maintain the principles of infection prevention and all standard precautions.
- Promote and maintains good public relations with patients, relatives, and visitors.
- Attend handover of report from the Shift leader.
- Refer any queries to the sister-in-charge
- Actively participate as a member of a nursing team to achieve goals of and providing patient centred health and care, within the Auxiliary Nurse scope of practice, through application of evidence-based practice in the nursing/ healthcare unit
- Active involvement in own professional development to maintain a high level of skill and knowledge that will provide for the patient needs in line with the Netcare values and strategy of patient centred health and care
- Keep up to date with Netcare's evolving policies and procedures.
- Assume responsibility for maintaining competence in CPR / BLS
- 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.

Skills profile

Education

- Registration with the South African Nursing Council as an Auxiliary Nurse
- Current License to Practice as an Auxiliary Nurse with the SANC.
- Compliance with the SANC code of conduct or scope of practise for an Auxiliary Nurse and all applicable Health Care Legislations.

Work experience

- Relevant experience in the nursing discipline.

Knowledge

- In the event of any physical or psychological limitation that may impair the employee's ability to perform the required job function, the employee must consult the employer for reasonable accommodation.

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 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 Tshepiso.Manamela@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.

