



NETCARE

Vacancy

Closing date: 22/03/2024

Role profile

Role title	Infection Control Coordinator
Division	Hospital Division
Location	Netcare Margate Hospital
Reporting structure	Directly to the Nursing Manager and indirectly to the KZN Regional Infection Prevention and Control manager

Role summary

The role of the Infection Control Coordinator is to aid and assist hospital employees in the management of prevention, identification and control of infections in patients and staff.

The incumbent will further be responsible to plan, develop and implement an infection control programme for the hospital using basic infection control standards.

Key work output and accountabilities

Infection Control Management

- Aid and assist all hospital employees in managing the prevention, identification, and control of infections in patients and staff.
- Plan, develop and implement an infection control programme for the hospital using basic infection control standards.
- Responsible to the hospital management for reporting on a regular basis all infections in the hospital.
- Review of environmental hygiene, cleanliness, the care of linen and waste on a regular basis and document results for discussion with hospital management.
- Identify indications for environmental microbiological monitoring.
- Notify the Department of Health timeously of diseases where applicable.
- Responsible for regular reviews of environmental hygiene and cleanliness through rounds and detailed audits and documenting compliance.
- Organise infection control committee meetings and document the proceedings.
- To carry out detailed surveillance programmes, apply epidemiologically sound principles and statistical methods to identify target populations at risk, analyse trends and risk factors for infections and convey findings to all stakeholders.
- Identify and investigate HAIs in line with CDC definitions and establish root causes. Trend HAIs and action appropriately to prevent re- occurrence.
- Differentiate among colonisation, infection and contamination when analysing laboratory results.
- Implement, when needed, isolation protocols that are effective and understandable to all hospital personnel.

- Plan and implement the procedure used to identify and investigate an outbreak of infection (either community or hospital acquired) using accepted infection control standards.
- Maintain an up-to-date infection control file that is available and accessible to all nursing and house-keeping staff
- Accountable for the availability of all equipment needed for the management infectious diseases.
- Implement all policies, procedures and standards regularly.

Facility and equipment management

- Ensure staff comply with legislation and provision of appropriate personal protective equipment and training.
- Accountable for the availability of all equipment needed for the management infectious diseases.
- Ensure the provision of protective clothing for all staff and members of the public when needed.
- Ensure appropriate and reliable disinfectants, sterilant and monitoring equipment and ensure that nursing and other staff understand the use of these items.

Quality management

- Ensure that there is a written quality insurance programme for infection control after a base line survey and that evaluation and remedial measure are in place.
- Co-ordinate and drive quality improvement in infection prevention and control.
- Demonstrate QIP projects utilising the quality methodology.
- Conduct IPC related audits and manage the remedial action to ensure effective closure of non-conformance and or trends.

Research activities

- Active involvement in research activities to discover new knowledge about products, processes, and services, and then applying that knowledge to create new and improved products, processes, and services that meet the hospital needs.
- Apply critical reading skills to evaluate research findings.
- Incorporate research findings into practice through education and consultation.
- Motivate and encourage staff to participate in research within their Scope of Practice.

Teamwork and People Management

- Actively provide leadership to the team to achieve goals. Create an environment where staff are aware of the role they play in the provision of quality nursing care and their value to the organization.
- Assign decision making, authority, tasks and responsibility to appropriate persons in order to maximize organisation and employee effectiveness.
- Actively participate as a member of a team to achieve goals.
- Promote a culture with hand hygiene and bare below elbows.
- Lead infection prevention and control through visibility role modelling and updated scientific knowledge.

Education and training facilitation

- Manage and ensure the facilitation of Infection Control as a topic in the hospital orientation programme at all levels and document attendance of training.
- Oversee the development and facilitation of Infection Control in-service training programmes based on a needs analysis and evaluate the training regularly.

- Manage and ensure the introduction of a programme for the use of new products and equipment from an infection control viewpoint.
- Prepare, present or co-ordinate educational workshops, lectures, discussion, orientation programs and individual discussions on a variety of infection prevention and control topics.
- Provide information on the topic to patients, family and general public when required.

Personal and professional development

- 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.
- Attend infection control related seminars to improve own knowledge.
- Keep abreast of current research in the applicable discipline.

Build and maintain stakeholder relationships

- Work effectively and co-operatively with the management team and other stakeholders to establish and maintain good working relationships that are mutually beneficial.
- Develop collaborative relationships to help accomplish work goals.
- Maintain customer intimacy through building relationships with doctors, nursing staff, suppliers and building patient loyalty.
- Build strategic inter-departmental relationships to help achieve business goals at hospital Exco and departmental level within the hospitals.

Collaborate with risk management and quality management in the identification and review of adverse events.

Skills profile

Education

Essential

- Grade 12 / Matric
- Registration with the South African Nursing Council as a registered Nurse or equivalent NQF level 7 qualification
- Compliance with the SANC Scope of Practise for a Registered Nurse and all other applicable Health Care Legislation
- 6 month in-service certificate or Diploma in Infection Prevention and Control or studying towards the qualification

A minimum of 3 year registered nurse experience / qualification within a hospital setting.

Work experience

Essential

- Available to work flexible hours when required.
- Intermediate computer proficiency in the Microsoft Office Suite
- Strong leadership and interpersonal skills with the ability to influence others
- Understanding of risk management processes
- Excellent communication skills (written and verbal)

- Ability to work well under pressure and to maintain effectiveness during changing conditions
- The ability to display a good customer-focus by developing and sustaining productive customer relationships
- The ability to prioritise by managing time and resources to ensure that work is completed effectively and timeously

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 compassionate 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.
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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 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 MargateHR@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.

