Role profile

Role title	Clinical Facilitator / HBAS
Division	Nursing
Location	Netcare Pretoria East Hospital
Reporting structure	HOD Clinical Department

Role summary

To contribute to the delivery of quality nursing care by applying international best practise and to be responsible for assisting with education and training of Permanent employees and administrative processes involved in nursing education and training, including facilitated practical activities.

Active participation in in-service training and development of permanent nursing staff.

Active involvement and participation in the Infection Control process and principles of Netcare.

Key work output and accountabilities

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 academic market needs.

- Plan, organise, and active involvement in the process and production of all academic related projects.

- Develop and review evaluation and educational strategies.

- Motivate and encourage students to participate in research within their Scope of Practice.

- Audit and participate in quality improvement programmes to identify problems which may require research.

Accreditation activities

- Implement and maintain standards of health practice required from all accredited bodies and appropriate health legislation.

Administration

- Draw up worked integrated learning (WIL) placement rosters for students.

- Monitor and manage student performance, hours and leave.

- Facilitate the marking of case studies and assignments in line with Netcare Education requirements.

- Load all results of clinical assessments and ensure accurate student clinical records are maintained on the Learner Management System (LMS)

Academic committee related projects

- Plan, organise and ensure active involvement in the academic processes and production of all academic related projects in collaboration with Netcare Education.

Teaching and learning facilitation

- Facilitate the work integrated learning of Netcare students within the context of the clinical model by understanding, applying and maintaining adult learning methodologies, presentation techniques and course content to ensure that students acquire skills to a quality and standard in line with student and national qualifications requirements. Provides timely assessment of student progress through the application of student evaluation techniques.

- Plan and support the development of student knowledge, skills, and capabilities by closely monitoring progress on assignments and tests against performance targets to identify talent. Provides timely guidance and feedback to help strengthen skill areas and leverage potential.

- Focus on quality orientation in all academic and clinical nursing processes.

- Understand, apply, and leverage IT & technology systems, tools and/or equipment to facilitate and reinforce the learning process.

- Clearly convey information and ideas through a variety of educational strategies in a way that engages students and helps them to understand and retain the message.

- Provide remedial teaching and academic support to students.

- Develop and control of a student support system.

- Supervise the progress of students in reaching learning objectives.

- Compile clinical progress reports on each student.

- Conduct clinical accompaniment of all Netcare students and nurses in the departments or units to ensure promotion of evidence-based practises are reinforced at the bedsides.

- Conduct academic rounds.

Quality and risk management

- Maintain a therapeutic, clean, and safe environment that is free from medico-legal hazards.

- Adhere to the Netcare Resuscitation and Reanimation policy.

- Adhere to Netcare medical waste management principles and all other waste management principles.

- Maintain a safe working environment in accordance with the Machinery and Occupational Safety Act.

- Report and act upon potential/actual risks identified.

- Responsible for ensuring correct use, cleaning, and storage of equipment.

- Report equipment needing repair or replacement.

- Maintain professional conduct and standards at all times in accordance with hospital policies and procedures.

- Maintain patient and student confidentiality at all times.

- Conduct quality assurance activities and risk management.

- Ensure awareness of conditions that affect employee and student safety.

- Focus on the development of academic and clinical nursing processes to ensure quality orientation.

- Effective administration of all academic activities to ensure compliance with policies and legislation.

- Compliance with all relevant legislative requirements and standards.

- Ensuring compliance of Netcare Educations strategy and meeting the quality management systems by ensuring completion of balance score cards annually.

- Ensuring that your hospital site is ready for any form of clinical validation at any time.

Teamwork

- Actively participate as a member of a hospital team to achieve goals.

- Actively participate as an academic staff member with Netcare Education to achieve educational and quality outcomes.

Coaching

- Provide timely guidance and feedback to help strengthen skill areas and leverage potential.

- Establish, prioritize, and coordinate tasks and courses of action for self and others to ensure that work is completed efficiently in a systematized manner.

Resource Allocation

- Actively involved in the selection of students, both at Netcare Education and at hospital

Personal and professional development

- Active involvement in own professional development to maintain a satisfactory level of expertise, skill, and knowledge.

- Active involvement towards achieving the necessary qualifications to fulfil the role of the HBAS with in the legislative requirements.

- Keep up to date with Netcare's evolving policies and procedures

Build and maintain stakeholder relationships

- 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.

- Create and maintain a positive environment where the differences of others are recognized, understood, and valued, so that all can reach their full potential and maximize their contributions

Implementing medical technologies, digitisation, and data solutions for the benefit of our business and patients.

- CareOn adoption of electronic patient records, e-scripts and clinical orders by doctors and stock management

Skills profile

Education

- Proof of current registration with the South African Nursing Council (SANC) as a General Nurse and Midwife with an additional qualification of Nursing Education qualification. Such registration should be maintained.

- A bachelor's degree in nursing.

- Additional qualifications in related specialties required for the specific position held by the HBAS.

- Must have A Diploma or Degree in specialized Critical Care (ICU), Trauma, Emergency and Elementary Critical Care.

- A minimum of 3 years' experience in an academic environment.

- Assessor unit standard successfully completed and registered with SANC and conducted through Heart solutions as per Netcare Educations policy.

- Moderator unit standard to be successfully completed and registered with SANC within the first year of employment.

- A master's degree in a Clinical Specialty/ Education will be advantageous

- Commitment to commence further studies towards achieving a master's degree within 2 (two) years of commencement of employment at Netcare and complete qualification within the prescribed academic period.

- Own transport and driver's license.

Work experience

- Experience in facilitation skills in a in the clinical/academic nursing environment

- Research literacy

- Intermediate computer proficiency in the following Microsoft Office Suite programmes – Excel, Word, PowerPoint, searching data bases, e-mail, and internet and digital learning platforms.

Knowledge

- Proficient understanding and application of legislative and other external forces impacting the general and nursing education Knowledge of stakeholder relationship management.

- Knowledge of educational and business management principles

- Knowledge of the legislative and business climate pertaining to general and nursing education

Non Managerial skills / 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. *Internal and external customers include patients, doctors, colleagues, suppliers, visitors, vendors and any other person that requires a relationship
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.

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 Ptaeastcv@netcare.co.za. Write Clinical Facilitator as reference on subject line

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 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.