



**NETCARE**

# Vacancy

Closing date: 05.07.2024

## Role profile

|                     |  |
|---------------------|--|
| Role title          | Clinical Nurse (R/N) Experienced – Day Theatre |
| Division            | Hospital Division                              |
| Location            | Medicross Constantia Park                      |
| Reporting structure | Unit Manager                                   |

## Role summary

The incumbent will be required to work day, also responsible for direct and/or indirect nursing care of a patient or group of patients. The Registered Nurse is responsible for assessing, planning, executing and supervising the implementation of care to meet patient needs. The Registered Nurse is a role model in the delivery of evidence based care. The registered Nurse will actively participate in Clinical Governance.

## Key work output and accountabilities

### Patient Care

- Practices patient care according to his/her Scope of Practice and assumes total responsibility for these activities
- Contributes to the holistic care of patients in the operating room.
- Effective Risk prevention and management
- Participate in operating room quality improvement programme
- Be active in preparing, controlling and replenishment of stock, consignment and instrument replenishment of the operating room allocated to for a procedure list.
- Effective communication with Unit Manager, Surgeons and representatives of Companies regarding patient procedures and care
- The promotion of health and wellbeing
- Practices the principles of infection prevention and all Standard precautions as first line prevention through correct management of Central sterilization Department policies and protocols.
- Promotes and maintains good public relations with multi-disciplinary team, Company representatives, and visitors
- Executes all procedures according to hospital standards
- Refer all complaints from Surgeons, Representatives to Unit Manager of the unit
- Carries out all departmental duties as assigned by Netcare protocol, policies and Unit Manager
- Provides and supervises the delivery of evidence based nursing care in CSSD unit.
- Be available for call for the CSSD unit.
- To have transport that will promptly deliver the staff member to hospital in an emergency call out.

- Communicate with Health Care Practitioners regarding any change in health status
- To manage and train staff in CSSD unit in accordance with the Netcare policy.
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### **Personal and professional development**

- Assumes responsibility for own personal and professional development
- Assumes responsibility for maintaining competence in CPR
- Projects a positive professional image
- Promotes and maintains good working and interpersonal relationships with management, colleagues and doctors
- Keeps up to date with Netcare's evolving policies and procedures
- Mentoring and supervision of junior healthcare providers and support staff
- Facilitation of a learning environment
- Keep abreast of current research in their discipline
- Participate in staff development and (EPD) personal development plan discussions

### **Administration**

- Ensures that all documentation is maintained accurately and timeously reflecting CSSD procedures and care
- Ensure all stock is charged appropriately, consignment stock billed correctly and replenished by stock controller.
- Assist with file compilation of sterilization practices, record keeping of tracing system, testing of equipment, in service training of staff, new staff evaluation, duty hour allocation and learning possibilities.
- Completing records of Autoclave tests, tracking labels; patient prostheses; loan set ordering; instrument repairs; CAPEX involvement and procuring quotes for instruments yearly according to legal parameters.

### **Risk Management**

- Maintains a therapeutic, clean and safe environment that is free from medico-legal hazards
- Adheres to the Netcare Resuscitation and Reanimation policy
- Adheres to Netcare medical waste management principles and all other waste management principles
- Maintains a safe working environment in accordance with the Machinery and Occupational Safety Act
- Reports and acts upon potential/actual risks identified
- Responsible for ensuring correct use, cleaning and storage of equipment
- Reports equipment needing repair or replacement
- Maintain professional conduct and standards at all times in accordance with hospital policies and procedures

Maintains patient confidentiality at all times

## Skills profile

### Education

- Registration with the South African Nursing Council as a Registered Nurse.
- NQF Level 6
- Compliance with the SANC code for a Registered Nurse and all applicable health care legislation

### Work experience

- Relevant experience in the nursing discipline would be an advantage
- Previous experience in private sector would be advantageous
- Relevant experience in the operating room nursing with anaesthetic and circulation competencies would be an advantage. Experience in scrubbing for all/most disciplines a requirement.

### Knowledge

- Thorough knowledge of general / specialised nursing theory and practice.
- Capacity to implement and maintain standards of health practice required from all accredited bodies and appropriate health legislation.

### Non-Managerial/ Specialist Skills

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|-------------------------------------|---|
| 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.<br><br><i>*Internal and external customers include patients, doctors, colleagues, suppliers, visitors, vendors and any other person that requires a relationship</i> |

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|-----------------------------------|--|
| 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

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|-----------------|---|
| 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"> <li>• Care - The basis of our business. The professional, ethical patient care and services we offer at every level of the organization.</li> <li>• Truth - The crucial element in building relationships that work. Open communication with honesty and integrity is essential.</li> <li>• Dignity - An acknowledgement of the uniqueness of individuals. A commitment to care with the qualities of respect and understanding.</li> <li>• Compassion - We engage everyone with empathy and respond with acts of compassion in all interactions with our patients and their families.</li> <li>• Participation - The willingness and desire to work in productive and creative partnerships with others and the commitment to communicate.</li> </ul> |
| 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"> <li>• I always greet everyone to show my respect.</li> <li>• I always wear my name badge to show my identity.</li> <li>• I am always well-groomed to show my dignity.</li> <li>• I always practise proper hand hygiene to show my care.</li> <li>• I always engage to show my compassion.</li> <li>• I always say thank you to show my appreciation.</li> <li>• I always embrace diversity to show I am not a racist.</li> </ul>   |

## 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](mailto:PTAEastCV@netcare.co.za) with reference: RN Day Theatre

#### 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.

