



NETCARE

Vacancy

Closing date: 22.07.2024

Role profile

Role title	Registered Nurse NICU X3
Division	Hospital Division
Location	Netcare Greenacres Hospital
Reporting structure	Unit Manager

Role summary

The Professional nurse/Clinical Nurse is a professional who remains responsible for the assessment, planning and implementation of individualised, holistic and person centered nursing care of a patient, their families or the community, either performed directly or indirectly.

The incumbent ultimately coordinates patient care within the concept of the multi-disciplinary health team.

The incumbent also fulfils the role by the use of scientifically based nursing theories and processes, treating the patients as a physical, social and spiritual individual, and by use of educational and technical means applicable to health care practice.

Key work output and accountabilities

- Serve as a clinical resource in assisting personnel to assess, plan, implement, evaluate and document nursing care in the unit.
- Ensure communication and interaction with family and health professionals regarding optimal patient care, thereby acting as a patient advocate when necessary.
- Ensure communication between nursing management and unit to eliminate patient care problems / issues.
- Assess, plan and implement advanced nursing care in a specialized field in accordance with standard nursing care procedures, as set out in the standards and SOPs as well as nursing care theory and medical direction.
- Initiate, direct and maintain emergency treatment (RESUS) as indicated to any patient / person in any ward / department of the hospital. To diagnose and treat the emergency patient quickly, effectively and efficiently as possible within the Scope of Practice
- Interview patient and family to obtain relevant general background information and problem identification; evaluate patient's behaviour and assess immediate and long term needs.
- Participate as a professional member of the multi-disciplinary team in evaluating, developing and implementing health care plans and treatment regime.
- Do rounds with the physician/medical practitioners to review condition of patients; develop nursing care plans; participate in the care of all patients in the unit.
- Evaluate patients care needs; initiate individualised nursing care plans; co-ordinate patient services.
- Prepare day / night shift documentation that reflects patient status, patient / staff ratio and problems

- Communicate with the unit manager, so that he / she is informed of activities and problems
- Perform any related tasks as requested.
- Provide input and standards in formulating patient care policy and procedures in the hospital
- To ensure the provision of a safe, clean and secure environment for patients, staff and visitors.
- Aim as member of staff to optimise and maintain quality, effective and safe nursing care, within the frame of the assigned budget.
- Evaluate, set standards and monitor safe utilization of supplies and equipment
- Actively participate as a member of a team to achieve goals
- Co-operate and collaborate with other hospital departments to provide appropriate support services.
- Co-ordinate with the Clinical Facilitation Department and other members of the multi-disciplinary team to meet and acknowledge the on-going educational needs of the nursing staff / student as well as the patients
- Co-operate with the Clinical Facilitators in planning, implementing mentoring and evaluation of learning experiences / opportunities for nursing staff / students
- Provide for the ongoing review, practice and in-service training of emergency procedures
- Actively participate in in-service training and orientation of new staff in the unit
- Advise and inform staff on current and revised policies and procedures
- 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 through proper clinical judgement.
- 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

- Must have the necessary nursing qualifications, Dip or Degree in nursing
- With Midwifery
- Currently registered with the South African Nursing Council

Work experience

- Capacity to implement and maintain standards of health practice required from all accredited bodies and appropriate health legislation.
- Must be prepared to be flexible in working hours / shift work.
- The ability to actively participate as a member of a team to achieve goals.

Knowledge

- Thorough knowledge of general / specialized nursing theory and practice
- Extensive knowledge of modern nursing care principles and practices in the highly specialised field of the intensive care nursing
- NICU experience will be advantageous

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

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 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	<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 Junaine.Jobson@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.

