



NETCARE

Vacancy

Closing date: 26.07.2024

Role profile

Role title	Enrolled Nurse Auxiliary – Paediatric Ward
Division	Hospital Division
Location	Netcare Greenacres Hospital
Reporting structure	Unit Manager

Role summary

The Enrolled Nurses Auxiliary will be responsible for direct and / or indirect nursing care of a patient or group of patients and will function under the direct and / or indirect supervision of the Registered Nurse. This includes caring for the patient, his possessions, documentation and the control and economical use of stock and equipment in the ward.

Key work output and accountabilities

- Maintain professional conduct and standards at all times in accordance with hospital policies and procedures;
- Ability to implement and maintain standards of health practice required from all accreditation bodies and applicable nursing and health legislation;
- The prevention of disease and the promotion of health and family planning by means of information to individuals and groups;
- Monitor patients vital signs – implement and maintain hygiene, physical comfort and reassurance of patients;
- Perform any reasonable task as per request of a superior;
- Responsible for self-development and continual upgrading of job – related knowledge and skills;
- Participate in ward/unit quality improvement programme.

Skills profile

Education

- Registration with the South African Nursing Council as an Enrolled Nurse Auxiliary;
- Appropriate qualifications for specialist areas;
- Grade 12 or an equivalent qualification.

Work experience

- The ability to work well under pressure and to maintain effectiveness during changing conditions;
- The ability to develop using collaborative relationships to help accomplish work goals;
- The ability to actively participate as a member of a team to achieve goals;
- The ability to identify and understand issues, problems and opportunities in order to take appropriate action and / or to resolve problems;
- The ability to produce work of a high quality standard by accurately checking processes and tasks;
- The ability to maintain stable performance under pressure by handling stress in an acceptable way to personnel and the organisation;
- Must be prepared to be flexible in working hours / shift work.

Knowledge

- Must demonstrate an advanced understanding of clinical governance and best practice processes and policies in the speciality;
- Required to be able to apply critical nursing skills and judgement across a range of variable situations and be able to anticipate problems;
- Extensive knowledge of modern nursing care principles and practices in the highly specialised field.
- Must be able to influence, motivate, develop and lead a team to ensure quality and productive clinical and professional nursing care.

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	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
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	<p>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 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.

