NETCARE

Vacancy

Closing date: 19.09.2022

Role profile	
Role title	Clinical Nurse (R/N) (Outreach Nurses)
Division	Hospital Division
Location	Netcare Greenacres Hospital
Reporting structure	Nursing Manager

Role summary

- Overall supervision and management of high risk patients in hospitals such as:
- Any transfers from ICU to wards
- Patients identified by doctors or staff as high risk within wards
- Specific concerns raised by patients/family
- Management of any clinical risks or sentinel events
- Responsible for management of BSC Quality elements, training of night staff and support of CF's
- Part of Code Blue team
- Responsible for direct communication with doctors regarding high risk patient concerns and treatment
- Part of handover in the morning/evenings, work closely with night managers/Nurse Managers and report on clinical issues and concerns during the shift. They make direct contact with doctors on patient condition and ensure treatment is prescribed and executed. Required to work day or night shift depending on the needs of the business.

Key work output and accountabilities

- Serve as a clinical resource in assisting personnel to assess, plan, implement and evaluate nursing care.
- 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 procedures of MPH, as well as nursing care theory and medical direction.
- Interview patient and family to obtain 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 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. Coordinate 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 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.
- 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

- Grade 12 or an equivalent NQF Level 4 Qualification.
- Must be a Registered Nurse, currently registered with the South African Nursing Council.
- Post Basic Diploma in Critical Care Nursing / Emergency Nursing or Operating Theatre will be advantageous.

Work experience
• Thorough knowledge of general / specialized nursing theory and practice. • Extensive knowledge of modern nursing care principles and practices. • Knowledge and experience working as a Registered Nurse within private healthcare will be preferred.
Knowledge
• The ability to set high standards of performance for self, and assuming the overall responsibility and accountability for the successful completion of assignments or tasks. • Have exceptional clinical acumen • Able to manage complexity and assess a variety of cases • Thorough understanding of medical equipment

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. **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.
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 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 organisation. • 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 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 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.