



VACANCY: JOINT MEDICAL HOLDINGS

DIVISION:	ISIPINGO HOSPITAL
JOB TITLE:	UNIT MANAGER - TRAUMA
PURPOSE OF POSITION	
<p>The Unit manager will oversee the enhancement of nursing care quality by ensuring adherence to professional and ethical standards. They will also monitor and ensure that nursing care and service delivery adhere to standards within a multi-disciplinary quality assurance team. Additionally, the role includes coordinating capacity building, mentoring, and training initiatives.</p>	
KEY PERFORMANCE AREAS	
<ul style="list-style-type: none"> • Managing departmental costs effectively. • Ensuring accurate billing, stock management, and purchasing. • Identifying and implementing quality improvement opportunities. • Ensuring timely and accurate compilation of records. • Ensuring compliance with protocols, policies, and regulatory Acts. • Promoting the health and wellbeing of patients and staff. • Providing safe, cost-effective, quality patient care aligned with Clinical Governance and evidence-based practice. • Evaluating patient experiences and stakeholder feedback to improve services. • Monitoring nursing quality indicators and clinical outcomes. • Communicating effectively with patients about their care. • Promoting infection prevention practices and standard precautions. • Participating actively in team efforts to achieve objectives. • Engaging in ongoing professional development and staying current with organizational policies. • Delegating decision-making, tasks, and responsibilities appropriately to enhance organizational and employee effectiveness. • Developing the nursing workforce through training and talent management initiatives. • Monitoring staff attendance and addressing absenteeism. • Managing change and conflict effectively. • Supporting staff development through coaching and mentoring. • Building positive working relationships and collaboration with colleagues, doctors, suppliers, and service providers. • Cultivating strategic inter-departmental relationships to achieve hospital and departmental goals. • Establishing effective relationships with public liability and healthcare waste management. 	
COMPETENCIES (The following will be advantageous)	
<p>MINIMUM REQUIREMENTS (Educational Qualifications & Experience)</p>	<ul style="list-style-type: none"> • Diploma/Degree in Nursing. • Post Basic Qualification: Trauma (Essential) • Qualification in management • SANC Registration as Professional Nurse • Basic Life Support certification • Proficiency in computer applications, including electronic medical records systems. • +5 years Trauma Exp. in Shift Leader/Management role
<p>SKILLS AND COMPETENCIES</p>	<ul style="list-style-type: none"> • Strong leadership and communication skills. • Ability to prioritize tasks, solve problems, and make effective



(Practical & Technical)	<p>decisions.</p> <ul style="list-style-type: none">• Knowledge of healthcare regulations and accreditation standards.• Excellent organizational and time management abilities.• Proficiency in computer applications relevant to healthcare management.• Demonstrated ability to work collaboratively in a multidisciplinary team environment.• Commitment to promoting a positive work culture and employee engagement.• Flexibility to adapt to changing priorities and work demands.• Empathy and compassion for patients and their families.• Ethical conduct
BEHAVIOURAL ATTRIBUTES (Personality Characteristics)	<ul style="list-style-type: none">• Possess strong leadership, communication, and problem-solving skills. Adaptable, customer-focused, and capable of working well in a team. Attention to detail, empathy, and professionalism are also crucial attributes. Additionally, organizational skills and a commitment to continuous improvement are essential for ensuring smooth operations and providing excellent service to patients and visitors.
JMH VALUES (Commitment)	<ul style="list-style-type: none">• Respect for Individual Dignity: We uphold the dignity of every individual.• Excellence in Service to Doctors: We ensure top-quality service delivery to our physicians through efficient processes, clear communication, and proactive support, meeting their needs and exceeding expectations.• Trust and Development: We aim to nurture trust among our team members and offer training and growth opportunities to help them realise their maximum potential.
REMUNERATION AND BENEITS	<ul style="list-style-type: none">•Competitive salary commensurate with experience.•Comprehensive benefits package, including medical aid and retirement plans.•Opportunities for professional development and career advancement.•Supportive work environment with a focus on work-life balance.
Interested candidates are invited to submit a resume. Please indicate " Unit Manager – Trauma Application" in the subject line to: isirecruitment@jmh.co.za	
<p>Join our team at Isipingo Hospital and contribute to our mission of providing exceptional care to our patients and community. Apply now to become our Nursing Services Manager and make a difference in healthcare delivery.</p> <p>NB: Only short-listed candidates will be contacted.</p> <p>Closing date for applications 05 August 2024</p> <p>Yours faithfully</p> <p>Jenny Bux - Group HR Manager</p>	



JOINT MEDICAL HOLDINGS PROPRIETARY LIMITED

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