

VACANCY

CLOSING DATE: 6 July 2026

Job Title	Registered Nurse – Theatre Scrub -Trained/ Experienced (General and Orthopaedics)
Division	Hospital
Location	Johannesburg Surgical Hospital
Reporting Structure	Theatre Unit Manager
Vacancies:	2

Job Summary

The Registered Nurse in the Theatre Complex at Johannesburg Surgical Hospital plays a crucial role in providing exceptional patient care and maintaining a safe and efficient environment for surgical patients. The nurse will collaborate with the multidisciplinary team to ensure the highest standard of medical care is delivered to critical ill, pre-, intra- and post-operative patients.

Requirements

- Diploma/degree in nursing with experience in operating theatre
- Clinical competence in operating theatre nursing/ Cath lab
- Postgraduate diploma /degree in operating theatre is advantageous
- Current certification of basic life support (BLS)
- Participative and collaborative with all members of the team to foster and develop a healthy and positive working environment that actively promotes joint performance and value-based culture.
- Effective leadership skills include highly developed skills in communication.
- Problem solving, conflict resolution and negotiation.
- Contemporaneous knowledge and understanding of relevant legislation, industrial relations, standards, codes of ethics and competency standards for nurses in theatre/Cath lab
- Computer literacy
- Good knowledge of pharmacological and physiological effects of various medications.

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- **Clinical leadership**
 - Experience in supervision of team members and lower category of staff including but not limited to enrolled nurses, enrolled auxiliary nurses, new staff, agency staff and students.
 - Planning and organizing skills
 - Problem-solving and conflict resolution and negotiation
 - Analysis and judgement
 - Accountability and integrity
 - Organizational awareness
- **Clinical Skills**
 - General Knowledge of Anatomy, pathophysiology and pharmacology
 - General knowledge of theatre and Cath lab nursing procedures
 - General knowledge of all nursing related legislation
 - Analyzing critical information i.e. diagnostic results
- **Ability to set goals and standards for self and team**
 - Ability to mentor and coach team members within the unit
 - Maintains a high level of activity and procedures and a high level of quality output
 - Portray passion for the profession and has sense of urgency
 - Commitment to ongoing personal and professional development
- **Excellence Orientation**
 - Ability to work effectively with the multi-disciplinary team
 - Manage complaints and requests from patients/doctors on the floor
 - Knowledge of clinical and quality improvements systems
 - Attention to detail
 - Cognitive flexibility, creative and innovative
 - Time management and able to priorities workload and meet set timelines and deadlines
- **Ability to communicate effectively and influence**
 - Good written and verbal skills
 - Digital IQ computational skills and communication skills
 - Ability to liaise and work within the context of a multi-disciplinary team and engage with internal and external stakeholders

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- Building relationships within the unit and the stakeholders
- **Ethical Behavior (honesty)**
 - The motivation and orientation to act in an ethical, transparent and morally defensible manner in all situations
 - Actively encouraged a workplace free from bullying, harassment and discrimination.

Qualifications

- Bachelor's Degree in Nursing (B. Cur) or equivalent qualification from an accredited institution.
- Additional certifications in Theatre Technique is a requirement for a registered nurse qualified position.

Experience

- Minimum 3-5 years of experience as a Registered Nurse in a Theatre Unit of a reputable healthcare facility.
- Familiarity with electronic health records (HER) and hospital management systems is a plus

Responsibilities

- **Staffing and Nursing cost management**
 - Ensure that you understand the theatre complex activity and staffing needs to plan sufficiently for the shift
 - Ensure that you understand the staff skill mix aligned according to the complexity of surgical procedure and theatre activities
- **Theatre/ Cath Lab utilization**
 - Participate in the coordination of daily allocation of the theatre slates including planning for emergency cases

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- Understand the contributing factors to theatre utilization and actively take part in the team to address theatre/Cath lab efficiency on an operational level i.e. (focus on case turnaround time and delays in theatre slates)
- **Product Utilization and Management (to deliver cost effective quality care)**
 - Support utilization of nurse driven products as well as newly identified nursing utilization opportunities
 - Participate in products trials and reviews in the theatre environment and provide constructive feedback
 - Escalate product complaints timeously to the unit manager.
 - Identify cost saving initiatives
 - Ensure that you have received training on theater related products to assist with conversion
- **Stock Management including Non-Recoverable Surgical Stock**
 - Ensure the real time and ethical billing takes place in the theatres
 - Ensure accurate charting including non-recoverable and non-chargeable items, schedule and emergency drugs and fridge items and charging of all stock including consignment items utilized
 - Ensure timeous replacement of emergency drugs utilized.
 - Ensure theatre preference cards are updated daily where required and liaise with theatre administrator on the necessary changes
 - Monitor stock expiry dates where applicable
 - Participate in schedule stock count which is compulsory
- **Billing Process**
 - Comply with accurate and timeous billing of theatre stock and equipment
 - Comply with the process to ensure accurate and timeous billing of consignment and prosthetic items.
- **Equipment Management**
 - Report any damage to equipment to the Unit Manager
 - Ensure all equipment including emergency equipment/ fridge is functional and complies with the relevant work procedures for checking of equipment
 - Ensure that specific theatre equipment is cleaned and sterilized according to the manufacturer's specifications
 - Store equipment safely

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- **Patient experience**
 - Participating in building culture of quality customer excellence
 - Comply with language policy, uniform policy, noise monitoring and code of ethical and professionals. Conduct to promote positive experiences when engaging with patients.
- **Clinical Practice and Care**
 - Implementing scientific nursing process in the theatre and Cath lab i.e.
 - Assessment (including accuracy of clinical risk assessments as per company work procedures.), assessment of environment (equipment, instrumentation, special requirements)
 - Care planning, ensure standard requirements including but not limited to equipment, is available to ensure effective clinical delivery
 - Cares implementation, anticipates and responds immediately to unexpected or rapidly changing situations in the peri operative environment
 - Care evaluation includes attention to accurate documentation and record keeping.
 - Identify and monitor high risk patients and ensure that nursing care delivery is aligned with the patient care needs, priorities, and identified risks, ensuring compliance with early warning signs.
 - Ensure a detailed and comprehensive handover of patients from ward to theatre staff and from theatre to ward staff on completion of theater procedure.
 - Ensure a high standard of care delivery in the theatre between the nursing team and multidisciplinary team to achieve optimal clinical outcomes for all the patients, specific focus on accurate swab and instrument count.
 - Comply with correct handling and management of specimens according to the work procedure.
 - Ensure accurate handover of high-risk patients post operatively to ensure that nursing care delivery is aligned to the patients care, needs, priorities and identified risks i.e. specify the type of drains and plugs left in situ for removal at ward level.
 - Ensure compliance with all clinical care bundles to promote positive clinical outcomes for patients

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- Read and comply with all updated work procedures relating to clinical practice and care including infection and prevention and ensure compliance with standardization. Monitor staff training competence with updated work procedures to enhance the delivery of quality care and desired clinical outcomes for patients
- **Infection Prevention and Control**
 - Promote employee and patient safety and protection through the appropriate usage of PPE include the storage and disposal of PPE
 - Attend training and comply with hand hygiene practices
 - Support the link nurse
 - Implement bundle elements relevant to infection prevention bundles relating to theatre i.e. catheter associated with urinary tract infection CAUTI, Central Line Associated Blood Stream
 - Infection CLABSI, and surgical site infection SSI in the unit as per the work procedure
 - Comply with relevant isolation of patients with infectious conditions and ensure terminal disinfection of environment with patient movement
 - Participating in and understanding the importance of relevance of antimicrobial stewardship AMS in the prevention of the spread of infections
 - Participating in and understanding the importance of HAI rates and trends on non-conformances and gaps relating to practices in the theatre environment
 - Apply infection prevention and control principles consistently e.g. hand hygiene
- **Quality**
 - participate in the initiative to improve patient safety based on complex trends.
 - Be aware of the annual risks assessment action to mitigate risks
 - Participate in the investigation and reporting of all patients' adverse events
 - Implement company management control measures and checks as per the relevant work procedures e.g. emergency trolley, fridges, schedule drugs, daily theatre temperature and humidity checks
 - Comply with the safe surgery checklists and surgical pause as per the work procedure to mitigate risks of surgical never events
 - Comply with and ensure correct management and disposal of soiled swabs and linen intra and post operatively

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- Comply with management of radiological exposure in theatre according to the work procedure
- Ensure compliance with the legal and company governance requirements for radiation workers i.e. radiation safety for patients accurate recording and reporting of patient radiation doses
- Comply with the guidelines for theatre specific procedure e.g. malignant hyperthermia requirements are implemented and adhered to
- Ensure correct handling of anatomical waste according to company policy and guidelines
- Comply with company legal and governance protocols as well as the internal and external clinical and quality assurance auditing processes i.e. DOH, OHSC audits.
- **CSSD**
 - Comply with the relevant quality measures and checks related to the CSSD department to support the best patient outcomes i. e. checklist of instruments sets before procedures
 - Communicate relevant missing instruments form instrument checklist and ensure each instrument set is accompanied with set checklist when returned to CSSD
- **Effective Clinical Leadership**
 - Coordinate and provide clinical quality nursing care delivery through the effective implementation of Johannesburg surgical hospital standards, policies, and work procedures including occupational health and safety legislation and professional code of conduct.
 - Promote your unit and hospital as a leading healthcare service provider and hospital of choice for patients by ensuring and maintaining clinical competence (through continuing professional development)
 - Ensure that all clinical and quality measures are taken to mitigate the risk of serious reportable events. Ensure that all incidents are reported, and corrective actions implemented as discussed by the manager.
 - Promote patients' safety, with a proactive approach to ensure a safe clinical environment for staff and patients.

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Company needs

- **Patient-Centred Care:** The company seeks a nurse who places patients' needs at the forefront of their practice, ensuring a caring and supportive environment for patients and their families.
- **Team Collaboration:** Teamwork is crucial in the hospital setting, and the nurse should be able to collaborate effectively with various healthcare professionals to optimize patient outcomes.
- **Professionalism:** Upholding a high level of professionalism, ethics, and confidentiality is of utmost importance.
- **Continuous Learning:** The hospital values nurses who have a thirst for knowledge and are committed to staying updated with the latest advancements in surgical nursing practices.
- **Compliance:** Adherence to hospital policies, procedures, and regulatory guidelines is essential to maintain a safe and compliant healthcare setting.

Johannesburg Surgical Hospital 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 Company's Employment Equity strategy.

Interested candidates who meet the above criteria are requested to e-mail a detailed CV to careers@jsh.co.za

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Please Note:

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 purpose 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 your prior consent.



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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.