



## INTERNAL JOB OPPORTUNITIES

The Aga Khan Health Service, Tanzania (AKHST); an institution of The Aga Khan Development Network, completed a major phase II expansion of the Aga Khan Hospital, Dar es Salaam in 2018.

This expansion aimed at improving the Hospital's quality of facilities and infrastructure to become an ultramodern 170 bed facility to increase its capacity as a provider of high-quality medical care leading to a tertiary care, referral, and teaching hospital.

The Phase II development focused on expanding key clinical services including a comprehensive cardiology programme, oncology services and neurosciences, as well as the expansion of Orthopaedics and Trauma, Diagnostic Imaging, Critical Care and Women and Child Health programmes.

The Hospital is JCI Accredited (achieved a level of quality and patient service that is equal to the best hospitals in the world) and the teaching site for The Aga Khan University, which offers Postgraduate Medical Education programs leading to Master of Medicine in Family Medicine, Internal Medicine, Surgery, Obstetrics and Gynecology and Paediatrics and Child Health.

It is also an accredited internship site. As part of the integrated health systems approach, AKHST plans to establish 35 outreach health facilities that are located across Tanzania. Currently, 26 such clinics have been established across the country and linked to the main hospital in Dar es Salaam.

AKHST is seeking for enthusiastic, qualified, and experienced personnel as described below:

### **REGISTERED NURSE, SURGICAL WARD – (1 POSITION)**

#### **REPORTING TO THE NURSE MANAGER**

#### **POSITION SUMMARY**

Provides safe, competent, individualized nursing care to patients admitted in the Surgical Ward in accordance with policies and procedures and quality improvement and patient safety norms.

#### **ROLES AND RESPONSIBILITIES**

- Conduct head to toe assessment and reassessment of each assigned patient at time of admission, at shift change, after critical procedure/ surgery and upon change in critical condition as per timelines defined in the policy. Elements of assessment include presented complains and related details, systemic review, pain assessment, wound assessment, fetal-maternal assessment, the need of health/discharge education.

- Perform disease/procedure/surgery specific assessment to relate improvement, identify clinical deterioration and plan required actions and acquire facilitation when ever need arise.
- Identify abnormal finding during assessment, report to the Supervisor and Doctors and takes required actions.
- Care of pre-operative and post-operative patients.
- Assess patient environment for safety, cleanliness, and proper functioning of equipment used in direct patient care and reports related technical/functional issues.
- Perform risk assessment and takes preventive actions to avoid adverse effects.
- Seek assistance wherever indicated to verify unusual findings or assess complicated patients.
- Seek advice of clinical nurse II or higher to plan and prioritize interventions if needed.
- Identify problem list based on findings of clinical assessment and the presenting clinical complains.
- Plan and prioritizes nursing interventions based of clinical condition and acuity level of patient.
- Plan and prioritize activities to manage patients as per priority problems.
- Plan break timings for her/his shift staff to ensure that patient care is not interrupted.
- Adhere to policies, procedures, quality improvement and patient safety norms while managing patient care.
- Deliver planned care (Total patient care) to all assigned patients under supervision within the scope of assigned nursing practice unless signed off by clinical instructors.
- Safely administer routine and high alert medications following medication administration protocol and seek assistance wherever needed. Documents medication administration on POE sheet and reports adverse and clinical incidences related to medication administer promptly.
- Practice safe Intravenous therapy and monitors patients' responses and acts accordingly.
- Safely manage all nursing specific psychomotor skills under supervision unless certified by clinical nurse instructor.
- Manage high risk patient and high-risk services as per defined protocols like blood transfusion, restraint application, administration of life saving medication, care of infected and immune compromised patients under close or remote supervision.
- Perform routine unit specific procedures and techniques as per set norms under supervision unless authorized.
- Initiate cardiopulmonary resuscitation in case of cardiac arrest.
- Assist physicians while performing procedures.
- Demonstrate accountability of special assignment like crash cart, stock medication, narcotics, and refrigerator, equipment and CSSD stock etc.
- Give and take patients over and special assignment at the time of shift change.
- Demonstrate safe handling and proper use of equipment used in patient care.
- Participate actively in patient /family & staff education as per identified needs.
- Provide a safe environment for the patients and him/ herself by following infection control policies.
- Attending doctors' round, discuss patient care plans and carry out physician orders in time.
- Follow admission and discharge process as per institutional policies.
- Assists inter and intra hospital transfer of patients following safety principles.
- Ensure timely, comprehensive and complete nursing documentation on unit specific forms as per standard.
- Evaluates the results of nursing interventions on assigned patients and modifies nursing care accordingly.

- Ensures all assigned patients receive quality nursing care during his/her shift.
- Evaluates the level of patients' satisfaction and takes appropriate measures in case of discontent.
- Providing care to patients with infectious diseases
- Any other roles assigned by the Supervisor or his/her Designee.

### **QUALIFICATIONS AND EXPERIENCE**

- Minimum Diploma in Nursing from recognized Collage or School of Nursing.
- Current registration with the Tanzania Nursing and Midwifery Council (TNMC).
- Maintains a Valid Nursing Licensure in the United Republic of Tanzania.
- Minimum of 1 Year of experience in nursing practice.

### **HEALTH ATTENDANT, ICU – (1 POSITION)**

#### **REPORTING TO THE NURSE MANAGER**

#### **POSITION SUMMARY**

Responsible for basic patient care activities in Intensive Care Unit (ICU) like patient hygiene care, intake & output, taking vital signs, etc. Assist medical and nursing staff for any other patient related task.

#### **ROLES AND RESPONSIBILITIES**

Under the supervision of the Enrolled Nurse (EN) or Registered Nurse (RN) in the ICU, He/ She is responsible for the below tasks.

- Measure vital signs of assigned patients in the ICU as per Physician order and record the same in the patient file as per the standard procedure.
- Immediately report to the EN or RN any abnormality seen in patient's vital signs, blood glucose level, oral intake or urinary output to facilitate timely attention.
- Assist jointly with other nursing staff in the ICU in transfer of patient 's from or to bed, chair, wheelchair and stretcher (trolley).
- Safely escort transport of patients for unit procedure and bring them back to assigned units.
- Assist with pre-operative patient preparation.
- Collect and labels patient specimen- stool, urine, sputum, where indicated as per standard. Laid down procedure and deliver at counter to be forwarded for necessary investigation.
- Check patient area for cleanliness and orders, including removing soiled linen and used /unused equipment supplies and meal trays.
- Give bedpans and urinals to patient and empty, clean, dry and replace the same following patient care equipment as per hospital standards and infection control policies.
- Responsible for routine turning and position changing of assigned patients.
- Providing care to patients with infectious diseases.
- Any other roles assigned by the Supervisor or his/her Designee.

## **QUALIFICATIONS AND EXPERIENCE**

- Minimum Certificate of Secondary Education from recognized school
- Certificate in Nursing Assistant from recognized institution.
- Minimum of 2 Years of experience in nursing practice, 1 on which should be in ICU.

**PLEASE NOTE: ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED FOR INTERVIEWS. APPLICATION LETTER, CV AND EDUCATION CERTIFICATES SHOULD BE SUBMITTED ELECTRONICALLY TO: [hr@akhst.org](mailto:hr@akhst.org) WITH THE SUBJECT LINE OF THE POSITION.**

**CLOSING DATE FOR SUBMISSION OF APPLICATIONS IS END OF BUSINESS DAY ON THURSDAY, FEBRUARY 15, 2024**

*“AKHS is concerned about the climate and environmental crises we face and is doing everything possible to reduce our own impact, encouraging others to do the same, and advancing understanding in this field. AKHS has set itself the task of getting as close to net-zero carbon operations as possible by 2030. We expect all staff to contribute to achieving these aims in the context of their roles. We encourage applicants with previous experience or an interest in this field to apply”.*