



Southern Cross
Hospitals

✦ *Treating you well*

Working for Southern Cross Hospitals

✦ A positive, open and flexible workplace
culture - that's just one way we're
treating you well





Encouraging a balance between work,
family and personal commitments.
That's just one way we're
treating you well



Southern Cross
Hospitals

We are the largest private surgical sector employer of registered nurses in the country and those who work at Southern Cross Hospitals enjoy our flexible, open, and positive environment.

Southern Cross Hospitals' network includes both wholly-owned hospitals and joint venture facilities operated in partnership with medical specialists. Our national group has locations in major centres from Auckland to Wellington in the North Island, and in Christchurch and Invercargill in the South Island.



We think the only person who should work every Christmas is Santa. It's just one of the ways we're *treating you well*





Treating you well

Treating you well is more than a by-line for us. It's something that we all try to put into practice every day at Southern Cross Hospitals. It is relevant to staff and our patients alike, and reflects our partnership approach. Above all else, we want to look after our people.

We have well over 1,000 employees (around 700 nurses) who are with us because of:

- Our competitive pay rates
- The fact that we understand you have a life outside our hospitals, and strongly encourage flexible working options
- Our willingness to encourage our people to participate in professional development programmes
- Our commitment to support our teams in their continued growth


Where resources allow, we encourage our staff to manage the hours they work around their family and personal commitments, and we encourage and celebrate our employees' participation in local events and initiatives within the communities we serve.

We maintain a comprehensive programme to ensure the safety and well-being of all our employees - we call it our Wellness Programme. It's a voluntary programme to help keep our people in good physical and mental condition. And we keep it fun!

Our aim is to be an 'employer of choice', by offering superbly equipped medical facilities and staff support. We are committed to developing New Zealand's surgical nursing workforce through our Nursing Council accredited professional development and recognition programme. We also actively promote blended learning, supported by our e-learning website and related education programmes.

Our employees work in sophisticated clinical environments with leading medical specialists and enjoy first-rate support facilities. We encourage them to pursue relevant professional development opportunities, including in-service training and orientation, attendance at national conferences, nursing forums and other relevant regional education programmes.

We operate a flat management structure, and our nurses are encouraged, wherever possible, to use their own judgement and make decisions for themselves. Our hospital managers encourage and celebrate that proactive 'can do' attitude that typifies the outlook of our people.



Leading hi-tech facilities
- that's just one way we're
treating you well

If you want to be the best - be with the best

We provide facilities for around 900 of the country's surgeons and anaesthetists, and many of these specialists are leaders and innovators in their chosen field. All independent medical specialists must complete a formal credentialing process before admitting patients to our hospitals.

Our skilled workforce includes those seeking professional challenges, newly graduated nurses, nurses recently returned to their profession, and international nurses establishing careers in New Zealand.

At Southern Cross Hospitals we understand that job satisfaction stems from many varied personal motivations. For some it is the opportunity to develop strong bonds with team members and support staff. For others it is the opportunity to invest quality time into the care of individual patients. Many of our staff also enjoy the work/life balance that a private, elective surgical hospital can offer. Whatever your motivation, Southern Cross Hospitals may have the perfect position for you.

Reinvesting in our resources & our people

We are a national group of not-for-profit hospitals, so any surpluses we generate are reinvested into employee development and wellness, improving our facilities and equipment, and ensuring access to quality, affordable healthcare for New Zealanders.

We have a long tradition of providing access to high quality patient-focused surgical care, and maintain a 'culture of ambition' that is increasingly responsive to market changes.

Our hospitals employ a range of other professionals and support teams – including anaesthetic technicians, healthcare assistants, commercial, household, managerial and administrative personnel.

If you want to go further with your education,
we'll help you get there. It's another way we're
treating you well



Our professional development programmes

We track and respond to market changes, offering our nurses comprehensive in-house training and development programmes relevant to the current nursing environment. Our initiatives are designed to be stimulating and challenging, and also relevant to our employees' roles, interests and areas of expertise.

As part of our ongoing professional development and education initiatives, we have introduced our own online learning website, which supports our aim to provide current education in a flexible way.

PDRP (Professional Development and Recognition Programme)

A PDRP is a competence based programme that assesses practice against competencies, recognises level of practice and supports ongoing professional development. It is based on a professional development model for nurses to support them in gaining recognition of nursing competence, promoting expertise and valuing contribution to nursing.

The Southern Cross Hospitals PDRP has been developed in line with national standards and is accredited by the Nursing Council of New Zealand. This ensures that all nurses on the programme meet the standards for maintenance of their annual practising certificate. In effect, this means that those nurses on our PDRP are exempt from NCNZ audit individually.

The programme is based on Benner's novice to expert theory and has five levels for registered nurses, and three levels for enrolled nurses. Nurses are able to progress through the levels of practice by successful assessment of their personal professional portfolios.

A values-based environment where we value your contribution. It's just one of the ways we're

treating you well





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Hospitals

If you want to find out more about vacancies at Southern Cross Hospitals please email careers@southerncrosshospitals.co.nz or visit www.southerncrosshospitals.co.nz

Southern Cross Hospitals
(National Office),
Level 10, AMP Centre,
29 Customs Street West,
Auckland 1010,
New Zealand

Call our Recruitment Centre
Freephone **0508 925 925**

Southern Cross Hospitals:

- is New Zealand's largest network of private surgical hospitals
- is owned and operated by a charitable trust
- reinvests surpluses for quality, patient-focused care
- provides services to more than 65,000 patients a year
- employs over 1000 staff, including approximately 700 nurses
- offers leading surgical and staff facilities
- innovates to stay ahead of the field in the private surgical sector
- provides friendly, supportive and positive working environments
- offers competitive pay rates and flexible working options
- provides a wide range of professional development opportunities
- provides access to a comprehensive Wellness Programme to all its employees



 Southern Cross Hospitals

 Joint Venture Partnerships