ANNEXURE T

PROVINCIAL ADMINISTRATION: WESTERN CAPE
DEPARTMENT OF HEALTH

In line with the Employment Equity Plan of the Department of Health it is our intention with this advertisement to achieve equity in the workplace by promoting equal opportunities and fair treatment in employment through the elimination of unfair discrimination.

NOTE
It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. Kindly note that excess personnel will receive preference.

MANAGEMENT ECHELON

POST 17/188
SENIOR MANAGER NURSING (LEVEL 3 HOSPITAL)

SALARY
R 864 177 per annum (A portion of the package can be structured according to the individual's personal needs).

CENTRE
Groote Schuur Hospital, Observatory

REQUIREMENTS
Minimum educational qualification: Basic R425 qualification (i.e. diploma /degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council (SANC) as Professional Nurse. Post-basic qualification in Nursing Management registered with the SANC. Registration with a professional council: Registration with the SANC as a Professional Nurse. Experience: A minimum of 11 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 6 years of the period referred to above must be appropriate/recognisable experience at Management level. Competencies (knowledge/skills): Expertise in adoption control and prevention and occupational health and safety. Expertise in quality assurance and risk management. Knowledge of Supply Chain Management processes. Excellent communication and interpersonal skills and strategic planning, organisational and analytical skills. Human Resource Management skills and computer literacy in all MS Office packages. Knowledge and understanding of the Public Finance Management Act and related Treasury Regulations, and the Principles of FBU (Cost Centre) Management. Extensive Strategic Management and leadership experience in a tertiary and academic hospital. General leadership and management experience, including change management and Human Resource Management within a nursing context. Excellent comprehension of transformation strategies. Note: No payment of any kind is required when applying for this post.

DUTIES
Key result areas/outputs: Leadership, innovation and change in quality nursing practices. Develop an integrated sustainable transformation strategy in support of innovative clinical care. Develop a strategic, change management, quality improvement plan and contingency plans for nursing services. Human Resource Management and Planning, including Performance Management and the Development of recruitment and retention strategies with a transformation agenda. Manage financial resources. Promote training and research. Monitor and evaluate framework to ensure sustainability of transformation and other strategies in line with our institutional and department vision.

ENQUIRIES
Dr B Patel, tel.no. (021) 404-3178/9

APPLICATIONS
The Director: People Practices and Administration, Department of Health, PO Box 2060, Cape Town, 8000.

FOR ATTENTION
Ms C Versfeld

CLOSING DATE
13 May 2016

OTHER POSTS

POST 17/189
HEALTH FACILITY PLANNER
(Head Office, Cape Town)

SALARY
R 612 822 per annum (A portion of the package can be structured according to the individual’s personal needs).

CENTRE
Directorate: Infrastructure Planning

REQUIREMENTS
Minimum educational qualification: Appropriate tertiary Health Science qualification registrable with applicable council. Experience: Appropriate work
experience as a Healthcare professional ideally at a Public sector healthcare facility. Extensive infrastructure related experience. (built environment). Inherent requirements of the job: Valid (Code B/EB) driver’s licence (manual vehicles). Willingness to travel within the Western Cape, and occasionally, nationally. Competencies (knowledge/skills): Good understanding of clinical and operational protocols relevant to the provision of health care infrastructure. Understanding of the public sector health service delivery platform, indicators and service plan and how this links with infrastructure. Understand how to interpret existing and develop new functional and technical norms and standards and government-wide planning, monitoring, reporting and evaluation frameworks, processes and procedures. Experience in the preparation of reports, submissions and presentations. Sound interpersonal and good verbal and written communication skills in at least two of the three official languages of the Western Cape. An understanding of the clinical activities and needs at all levels of the health service. Knowledge of architecture and engineering in relation to health facility design. Computer literacy (MS Office). Note: No payment of any kind is required when applying for this post.

**DUTIES**
Key result areas/outputs: Review existing and, where necessary, develop new clinical and operational narratives to inform the design of appropriate infrastructure. Review and develop healthcare facility functional and technical norms and standards. Review project business cases in consultation with districts and specialised services. Support end users in the preparation of Project Business Cases. Compile briefing documentation and specifications. Carry out Post Occupancy Evaluations (POE).

**ENQUIRIES**
Mr D Rendall, tel.no. (021) 483-6769

**APPLICATIONS**
To the Director: People Practices and Administration, Department of Health, PO Box 2060, Cape Town, 8000.

**FOR ATTENTION**
Ms C Versfeld

**CLOSING DATE**
13 May 2016

**POST 17/190**

**ASSISTANT MANAGER NURSING (SPECIALTY: MEDICAL, ONCOLOGY, PSYCHIATRY AND RADIATION ONCOLOGY)**

**SALARY**
R 509 148 (PN-B4) per annum

**CENTRE**
Groote Schuur Hospital, Observatory

**REQUIREMENTS**
Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with South African Nursing Council (SANC) as a Professional Nurse. A post-basic qualification with duration of at least 1 year, accredited with the SANC in Medical and Surgical Nursing Science: Oncology or Advanced Psychiatric Nursing Science. Registration with a professional council: Registration with the SANC as Professional Nurse and proof of current registration with the SANC (2016/2017). Experience: A minimum of 10 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 6 years of the above period must be appropriate/recognisable experience after obtaining the 1 year post-basic qualification as mentioned above. At least 3 years of the period referred to above must be appropriate/recognisable experience at management level. Competencies (knowledge/skills): Quality assurance, infection prevention and control policies. Human resource, grievance procedures and disciplinary legislation, finance and change management. Decision-making, problem-solving, communication and interpersonal skills. Computer literacy (MS Word, Excel, PowerPoint). Note: No payment of any kind is required when applying for this post.

**DUTIES**
Key result areas/outputs: Coordinate, supervise and control nursing care regimes within the Medical Pavilion, Oncology and Psychiatric wards and Radiation Oncology. Ensure that prescribed policies and procedures are adhered to and quality patient care rendered. Effectively manage the initiation and utilisation of human and material resources. Coordinate the provision of effective training and research to maintain professional growth, ethical standards and self-development. Liaise directly with the Nursing and Medical Managers as well as the relevant Departmental Heads (Ancillary and Support Services). After hour hospital cover for nursing and deputise for the Deputy Manager: Nursing as the need arises.

**ENQUIRIES**
Ms A Grobbelaar, tel.no. (021) 404-2105

**APPLICATIONS**
The Chief Executive Officer: Groote Schuur Hospital, Private Bag X4, Observatory, 7935.
FOR ATTENTION: Ms N Mbilini
CLOSING DATE: 13 May 2016

POST 17/191: OPERATIONAL MANAGER NURSING (SPECIALTY: NEPHROLOGY)

SALARY: R 465 939 (PN-B3) per annum
CENTRE: Groote Schuur Hospital, Observatory
REQUIREMENTS: Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in Nursing or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year accredited with the SANC in Medical and Surgical Nursing Science: Nephrology or Medical and Surgical Nursing Science: Critical Care Nursing; General. Registration with a professional council: Current registration with the SANC as Professional Nurse. Experience: A minimum of 9 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognisable experience in the specific specialty after obtaining the 1 year post-basic qualification as mentioned above. Inherent requirements of the job: Will be required to work shifts, public holidays and weekends. After hours/weekend cover for the nursing department and deputising for Assistant Manager: Nursing. Competencies (knowledge/skills): Strong leadership and management skills including supervisory, problem-solving, conflict resolution, motivational and interpersonal skills. Ability to manage with in the human resource parameters with regards to labour relations, time management, disciplinary and grievance procedures, recruiting and training and development. Knowledge and understanding of nursing legislation, related legal ethical nursing practices and framework, as well as labour legislation and relevant public sector policies, guidelines and protocols. Good (verbal and written) communication skills in at least two of the three official languages of the Western Cape. Computer literacy (MS Word, Excel, PowerPoint, Outlook). Ability to understand basic finances to stay within allocated budgets and active participation and understanding of the Functional Business Unit. Note: No payment of any kind is required when applying for this post.

DUTIES: Key result areas/outputs: Responsible for the coordination and delivery of person-centered quality nursing care by the nursing team in accordance with the scope of practice and nursing standards within the relevant department. Participate in the setting, implementation and monitoring of policies guidelines, standards, procedures, programs, practices and regulations. Manage, monitor and ensure proper utilisation of physical, human and financial resources. Participate in multidisciplinary teamwork that promote efficient and effective health care. Collect, provide and utilise relevant health information for the enhancement of service delivery and participate in and encourage nursing research. Provide effective support, leadership, direction and management of human resources, including the management of performance and underperformance, training and personal development of employees under his/her supervision including management of grievances.

ENQUIRIES: Ms A Grobbelaar, tel.no. (021) 404-2105
APPLICATIONS: The Chief Executive Officer: Groote Schuur Hospital, Private Bag X4, Observatory, 7935.

FOR ATTENTION: Ms N Mbilini
CLOSING DATE: 13 May 2016

POST 17/192: RADIOGRAPHER GRADE 1 TO 3
(Chief Directorate: General Specialist and Emergency Services)

SALARY: Grade 1: R 262 020 per annum
Grade 2: R 308 649 per annum
Grade 3: R 363 582 per annum
CENTRE: Mowbray Maternity Hospital
REQUIREMENTS: Minimum educational qualification: Appropriate qualification that allows for the required registration with the Health Professions Council of South Africa (HPCSA) in Radiography. Registration with a professional council: Registration with the HPCSA as a Radiographer. Experience: Grade 1: None after registration with the HPCSA in Radiography in respect of RSA qualified employees. One year relevant experience after registration with the HPCSA in Radiography in respect of foreign qualified employees, of whom it is not
required to perform Community Service, as required in South Africa. Grade 2: Minimum of 10 years relevant experience after registration with the HPCSA in Radiography in respect of RSA qualified employees. Minimum of 11 years relevant experience after registration with the HPCSA in Radiography in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Grade 3: Minimum of 20 years relevant experience after registration with the HPCSA in Radiography in respect of RSA qualified employees. Minimum of 21 years relevant experience after registration with the HPCSA in Radiography in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Inherent requirements of the job: Valid (Code B/EB) driver’s licence. Willingness to do after hour call, perform overtime and additional services as need arise. Competencies (knowledge/skills): Ability to communicate (verbal and written) in at least two of the three official languages of the Western Cape. Computer literacy. Ability to work independently and as part of a multi-disciplinary team. Ability and qualification to perform obstetric ultrasound. Assist with the training of staff and students. Note: No payment of any kind is required when applying for this post.

**DUTIES**: Key result areas/outputs: Render an efficient and cost-effective Radiography and obstetric ultrasound service to patients managed by the Institution, and under the care of the Head of the Radiography Department. Assist with effective and efficient administration of the department. Complete ultrasound reports. Ensure cost effective utilisation of resources (medical/surgical sundries and equipment).

**ENQUIRIES** : Dr LL Linley, tel. no. (021) 659-5562/Ms S Parker, tel. no. (021) 659-4921

**APPLICATIONS**: The Chief Director: General Specialist and Emergency Services, Private Bag X15, Parow, 7500.

**FOR ATTENTION**: Ms R Hattingh

**CLOSING DATE**: 13 May 2016