

**PROVINCIAL ADMINISTRATION: KWA ZULU NATAL
DEPARTMENT OF HEALTH**

Department of Health is an equal opportunity, affirmative action employer, whose aim is to promote representativity in all occupational categories in the Department

MANAGEMENT ECHELON

<u>POST 25/94</u>	:	<u>HEAD CLINICAL UNIT: ORTHOPAEDICS REF NO: HCU ORTHO 01/2018</u>
<u>SALARY</u>	:	An all-inclusive package of R1 550 331 – R1 645 464 per annum is payable to the successful candidate who will be required to enter into a Permanent Employment Contract, as well as complete a Performance Agreement with the Manager of the post, plus Inhospitable Area Allowance of 18% and Commuted Overtime. The all-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.
<u>CENTRE REQUIREMENTS</u>	:	Ladysmith Hospital Appropriate qualification that allows registration with the HPCSA as a Medical Specialist within the relevant discipline PLUS Current registration with the HPCSA as a Medical Specialist within the relevant discipline PLUS A minimum of three (3) years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist within the relevant discipline. Knowledge, Skills, Training and Competencies Required: Sound knowledge of clinical concept within the relevant discipline; Good operative skills to carry out major orthopaedics procedures; Research and organizational ability; Ability to supervise and teach junior staff; Conflict management; Management skills including financial and human resource management; Knowledge of current national and international health and public service legislation and policies including medical ethics, epidemiology and statistics.
<u>DUTIES</u>	:	Conduct, assist and stimulate research relevant to the Specialty. Represent the Hospital where requested by the Department and the Medical Manager. Promote and ensure community orientated clinical services and develop outreach services to the referring hospitals in Uthukela district. Maintain necessary discipline over staff under his/her control. Conduct out-patient specialist clinics and provide expert opinion where required and participate in provisioning a 24 hour service. Accept the responsibility for consultation of inpatient and outpatient service delivery to Ladysmith Hospital and referring facilities. Participate in commuted overtime. Responsible for clinical governance pertaining to the unit. Create academic and training platform for staff and assist in sourcing accreditation from HPCSA.
<u>ENQUIRIES APPLICATIONS</u>	:	DR.M.E. Pule Tel No: 036- 6372111 EXT: 1002
<u>CLOSING DATE</u>	:	Ladysmith Regional Hospital, 36 Malcolm Road, Ladysmith 3370, Private Bag X9928, Ladysmith 3370 06 July 2018
<u>POST 25/95</u>	:	<u>HEAD CLINICAL UNIT: OBSTETRICS AND GYNAECOLOGY REF NO: HCU O&G 01/2018</u>
<u>SALARY</u>	:	An all-inclusive package of R1 550 331 per annum is payable to the successful candidate who will be required to enter into a Permanent Employment Contract, as well as complete a Performance Agreement with the Manager of the post, plus Inhospitable Area Allowance of 18% and Commuted Overtime. The all-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.
<u>CENTRE REQUIREMENTS</u>	:	Ladysmith Hospital Appropriate qualification that allows registration with the HPCSA as a Medical Specialist in a within the relevant discipline PLUS Current registration with the HPCSA as a Medical Specialist within the relevant discipline PLUS A minimum of 3/Three years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist within the relevant discipline. Knowledge, Skills, Training and Competencies Required: Sound knowledge of clinical concept

within the relevant discipline; Good operative skills to carry out advanced clinical services; Research and organizational ability; Ability to supervise and teach junior staff; Conflict management; Management skills including financial and human resource management; Knowledge of current national and international health and public service legislation and policies including medical ethics, epidemiology and statistics.

- DUTIES** : Conduct, assist and stimulate research relevant to the Specialty. The incumbent will represent the Department where requested by the Department and the Hospital Manager. Will promote and ensure community orientated clinical services and develop outreach services to the Uthukela district. Control and management of clinical services as delegated. Maintain necessary discipline over staff under his/her control. Attend to administrative matters as pertains to the unit. Conduct out-patient specialist clinics and provide expert opinion where required and participate in provisioning a 24 hour service. Applicant to also accept responsibility for consultant inpatient and outpatient service delivery to regional referral hospital to Ladysmith Hospital. After hours clinical participation in accordance with commuted overtime.
- ENQUIRIES** : DR. M.E. Pule Tel No: 036- 6372111 EXT 1002
- APPLICATIONS** : Ladysmith Regional Hospital, 36 Malcolm Road, Ladysmith 3370, Private Bag X9928, Ladysmith 3370
- CLOSING DATE** : 06 July 2018

OTHER POSTS

- POST 25/96** : **DEPUTY MANAGER NURSING (LEVEL 1&2 HOSPITAL) (REF NO: ITSH 8/2018)**

- SALARY** : R756 525 (All-inclusive package). Other Benefit: 12% rural allowance of basic salary.

- CENTRE** : Itshelejuba Hospital
- REQUIREMENTS** : Senior certificate, registration with SANC as a Professional Nurse. Current proof of registration with SANC for 2018 /19, a minimum of 10 years post basic experience in nursing after registration with SANC. At least 5 years of the period referred to above must be appropriate/recognisable experience at management level. Recommendation: Valid driver's license, Degree / Diploma in Nursing Management and Computer Literacy. Relevant Experience: People management, financial management, strategic planning, policy analysis and development, and delegation. Knowledge Skills: in depth knowledge and understanding of health related Acts, regulations, Guidelines and other related policies such as Nursing Act and regulations Health Act Code of Ethics professional Practice of the South African Nursing Council, Nursing Standard of Practice Scope of Practice, Occupational Health and Safety Act and the Mental Health Act. Knowledge and understanding of the legislative framework governing the Public Service including: skills Development Act, Public Service Regulations, Labour relations Act, Grievance Procedure. Good Communication Skills. Ability to work as part of a multidisciplinary team. Team building and diversity management. Basic computer literacy to enhance service delivery.

- DUTIES** : Provide guidance and leadership towards the realization of strategic goals and objectives of the division. Provide professional, technical and management support for the provision of quality patient care through proper management of nursing care programs. Advocate and ensure promotion of nursing ethos and professionalism. Develop and monitor the implementation of policies, programmes, regulations, practices, procedures and standards pertaining to nursing care. Utilize information technology and other management information systems to manage nursing information for the enhancement of service delivery. Establish, maintain and participate in inter-professional and multi-disciplinary teamwork that promotes efficient and effective health care. Manage and utilize resources in accordance with relevant directives and legislation. Ensure compliance to National Core Standards (NCS). Initiate and conduct audit in all units. Ensure clinical competence in all categories of nurses to ensure that scientific principles of nursing processes are maintained. Contribute to

development of clinical management guidelines and protocols for management of patients. Be able to plan, maintain and control Nursing Services budget. Evaluate patient care programme from time to time and make proposals for improvement that is supported by strong work ethics. Be able to manage own work and those units reporting to the post and to ensure appropriate interventions to enhance nursing services.

- ENQUIRIES** : Mrs TM Vilakazi Tel No: 034-4134000
- APPLICATIONS** : All applications must be addressed to Itshelejuba Hospital Private Bag x0047 Pongola 3170 or hand delivered to the Human Resources Office at Itshelejuba Hospital.
- NOTE** : An application for Employment Form (z83) must be completed and forwarded. This is obtainable from any Public Department or from the website www.kznhealth.gov.za Certified copies of ID documents, Std10, educational qualifications, certificates of service and professional registration certificates (not copies of certified copies) and proof of current registration must be submitted together with your CV. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations for the advert. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the z83, eg ref ITSH 1/2018. Please note that failure to comply with the above instructions will disqualify applicants. Please note that the selected candidate will be subjected to pre-employment screening and verification process. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payments of S&T claims.
- CLOSING DATE** : 06 July 2018
- POST 25/97** : **PHARMACIST SUPERVISOR GRADE 1 REF NO: PHARM 03/2018**
- SALARY** : R736 425 – R781 611. An all-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules. Other Benefits: 12% Inhospitable Rural Allowance of Basic.
- CENTRE** : Ladysmith Hospital
- REQUIREMENTS** : Grade 12 certificate or equivalent. B. Degree in Pharmacology plus registration with SACP as a Pharmacist. Proof of current registration (2018) with SACP as a Pharmacist. Three years' experience after registration as a Pharmacist (Post Comm. Serv.). Proof of experience/certificate of service endorsed by Human Resource Department. Knowledge, Skills, Training and Competencies Required: Knowledge of Pharmaceutical services, policies, procedures and legislations including essential drug list; Excellent communication skill both written and verbal; Ability to be part of inter-active team knowledge of essential drug list and National drug policy; Commitment to service excellence, good supervisory, analytical and team building skills; Appropriate clinical and theoretical knowledge; Knowledge of policies and procedures pertaining to stock control.
- DUTIES** : Execute all duties, functions and responsibilities to the best of his/her ability and within applicable legislation. Comply with requirements for Good Pharmacy Practice and Scope of Practice for a Pharmacist as laid down by the South African Pharmacy Council. Ensuring an accurate, efficient and cost effective pharmaceutical service including, outpatient dispensing, stock acquisition and control, ARV rollout and pre dispensing to clinics. Maintain accurate and appropriate patient records in line with legal requirements. Retrieve, interpret, evaluate and supply information regarding the nature and use of medicines, disease statistics and healthcare. Exercise control over expenditure. Perform standby duties over weekends, after hours and public holidays with own transport arrangements. Deputize Assistant Manager when required. Direct supervision of pharmacist, community service pharmacist, pharmacist intern and pharmacy assistants. Provide necessary orientation, training, assessing, disciplining and monitoring of all staff. Promote Batho Pele principles in the execution of duties for effective delivery. Be able to manage conflict and apply discipline. Be able to manage and coordinate productivity and be part of a inter-active and multi-

disciplinary team. Display sound understanding of relevant legislation, Acts, policies and procedures pertaining to pharmacy including Essential Drug List (EDL), and Standard Treatment Guidelines (STG) and District Health System.

ENQUIRIES : Mr. W.P. Greffrath Tel No: 036- 6372111 EXT 1127

APPLICATIONS : Ladysmith Regional Hospital, 36 Malcolm Road, Ladysmith 3370, Private Bag X9928, Ladysmith 3370

CLOSING DATE : 06 July 2018

POST 25/98 : **OPERATIONAL MANAGER – SPECIALITY REF NO: NURS 06/2018**
Component: Obstetrics and Gynaecology

SALARY : R499 953 per annum, 13th Cheque, Housing Allowance (employees must meet prescribed requirements), (Medical Aid Optional)

CENTRE : Ladysmith Hospital

REQUIREMENTS : Current Registration with SANC as a Professional Nurse and Midwife 2018. Diploma/Degree in nursing or equivalent qualification. A post-basic nursing qualification with a duration of at least 1 year accredited with SANC in Advanced Midwifery. A minimum of 9/nine years appropriate recognizable in nursing after registration as a General Nurse. At least 5 years of the period referred to above must be appropriate recognizable experience in the specific specialty after obtaining the 1 year Post Basic qualification in the relevant specialty. Knowledge, Skills, Training, and Competencies: Good verbal and written communication and report writing skills. Leadership, organizational, decision making and problem solving skills. Knowledge of legal frame work and prescripts within the Department of Health. Conflict management and negotiation skills. Knowledge of code of conduct and Labour Relations procedures / processes. Knowledge of Batho Pele principles and Patients' Rights Charter.

DUTIES : Promote quality nursing care as directed by the professional scope of practice and standards as determined by the institution. Assist in planning, organizing and monitoring of objectives of the units and departments. Demonstrate understanding of Human Resource and Financial Management and practices and procedures. Supervise staff under your control. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients' needs, requirements and expectations (Batho-Pele). Able to plan and organize own work and that of support personnel to ensure proper nursing care. Manage all resources within units effectively and efficiently to ensure optimal service delivery. Carry out PMDS evaluation of staff, formulate training programmes and participate in the training and development of staff. Ensure that all equipment in the nursing department is adequate, checked and is in working order. Provide a safe, therapeutic and hygienic environment as laid down by the Nursing Act, Occupational Health and Safety Act and all other applicable prescripts. Oversee the functioning of units / wards and report to nursing management.

ENQUIRIES : Mrs. T.M. Buthelezi, Tel No: (036) 637 2111

APPLICATIONS : Ladysmith Regional Hospital, 36 Malcolm Road, Ladysmith 3370, Private Bag X9928, Ladysmith 3370

CLOSING DATE : 06 July 2018

POST 25/99 : **OPERATIONAL MANAGER NURSING PHC [PHC SUPERVISOR] REF NO: STAN 02/2018 (X1POST)**
Component: Stanger PHC

SALARY : R499 953 per annum Plus 8% rural allowance. Benefits: 13th Cheque, home owner's allowance, and Medical aid optional [Employee must meet prescribed policy requirements]

CENTRE : ILembe Health District Office

REQUIREMENTS : Grade 12 (Senior Certificate) Standard 10/or (Vocational National Certificate). Degree / Diploma in General Nursing Plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) plus, Current registration with SANC as General Nurse and Primary Health Care plus, A minimum of 9 years appropriate/ recognizable nursing experience after

registration as General Nurse of which 5 years must be appropriate/ recognizable experience after obtaining the one year post basic qualification in Primary Health Care. Valid Code EB Driver's license (Code8). Proof of previous and current work experience (certificate/s of service) endorsed and stamped by HR Office must be attached. Knowledge, skills training and competencies required: Good report writing and time management skills. Understanding of nursing legislation, ethical nursing practices and how these impacts on service delivery. Ability to provide mentoring, team building, supervisory skills and coaching to her/his supervisees. Good communication, interpersonal relations, counseling, conflict management skills and decision making. Knowledge of all applicable legislations such as Nursing Acts, Mental Act, OH&S Act, Batho Pele Principles and Patients' Rights Charter, Labour Relations Act, Grievance Procedures and Finance policies etc. Leadership, organizational, decision making and problem solving, conflict handling and counseling. Co-ordination and planning skills. Ability to assist in formulation of patient care related policies.

DUTIES : Implementation of Quality Improvement Plan. Conduct patient satisfaction survey and waiting times for the clinics. Ensure adequate control and allocation of Human and Material resources. Facilitate that the clinics has functional clinic committees and ensures community participation. Plan and monitor utilization of budget to ensure that the clinic functions within the allocated budget. Supervise and monitor staff performance according to EPMDS. Deal with disciplinary and grievance matters including monitoring and managing absenteeism. Facilitate provision of clinical services, educational services and be involved in medical research. Evaluate and monitor compliance with clinical protocols norms and standards within the clinic. Analyze and interpret statistic including PHC Programme indicators. Participate in Operation Sukuma Sakhe Programme. Facilitate the realization and maintenance of Ideal Clinic Programme in the facilities. Support PHC re-engineering by ensuring that outreach teams are functional.

ENQUIRIES : Ms. T.M Banda (Deputy District Director: IDHSD) Tel No: 032 437 3500
APPLICATIONS : Applications to be forwarded to: Human Resources Department, The District Director, Ilembe Health District Office, Private Bag X 10620, Stanger 4450

FOR ATTENTION : Ms. JL Mhlongo
NOTE : Directions to Candidates: The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za. Originally signed Z83 must be accompanied by a detailed CV and originally recently certified copies of highest educational qualification/s (not copies of certified copies) of required educational qualifications set out in the advertisement plus certified I.D Copy, Updated Curriculum Vitae. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. ILE GROUT01/2016. Failure to comply with the above instruction will disqualify applicants. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

CLOSING DATE : 13 July 2018

POST 25/100 : **OPERATIONAL MANAGER NURSING GENERAL UNIT: REF NO: OM GEN 8/2018 (X2 POSTS DAY & NIGHT)**

SALARY : R394 665 per annum. Other Benefits: medical aid (optional), rural allowance, housing allowance: employee must meet the prescribed requirements.

CENTRE : Eshowe District Hospital

<u>REQUIREMENTS</u>	:	Basic R425 qualification i.e. Degree/Diploma in General Nursing, Registration with South African Nursing Council as a Professional Nurse, Experience: minimum of 7 years appropriate/recognizable experience in nursing after registration as a professional nurse with South African Nursing Council, in General Nursing with midwifery. Certificate of service from previous employers is compulsory. Please include verification of employment from current employer, which must be endorsed and signed by Human Resource Management. Knowledge, Skills, Training and Competencies Required: Knowledge of nursing care policies and procedures, nursing statutory regulation and guidelines and other relevant legal frameworks e.g. Nursing Act, Health Act, Occupational Health and Safety Act, Batho Pele Principles, Public Service Regulation and Grievance Procedures. Good communication, report writing, facilitation, leadership, organizational, decision making and problem solving skills. Financial Management. Computer skills.
<u>DUTIES</u>	:	Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practises and how this impacts on service delivery. Ensure clinical nursing practice by the nursing team (unit) in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. Demonstrate a basic understanding of HR and financial policies and practices. Work as part of a multi-disciplinary team at unit level to ensure good nursing care by the nursing team. Display a concern for patients, promoting, advocating and facilitating proper treatment and care ensuring that the unit adheres to the principles of Batho Pele. Improve Hospital efficiencies. Assist with the management of the transformation process and change within the units to ensure that the objectives of the institution are met. Deputise the Assistant Nursing Manager. Provide day and night services.
<u>ENQUIRIES APPLICATIONS</u>	:	Nursing Manager: DR FN Dube Tel No: 035-4734500
<u>FOR ATTENTION NOTE</u>	:	Direct your application quoting the relevant reference number to: The Chief Executive Officer Eshowe District Hospital, Private Bag X504 Eshowe, 3815. Hand delivered applications may be submitted to the Human Resource Section, Eshowe District Hospital, before 16H00 on or before the closing date. Mrs GZ Dube: Human Resource Manager Applications should be submitted on form Z83 obtainable from any Public Service Department or from the website www.kznhealth.gov.za and should be accompanied by a CV (experience must be comprehensively detailed) and certified copies of qualification certificates plus registration certificates. Certificate of service must be endorsed by Human Resources. Certified copy of identity document. No faxed or e-mailed applications will be considered. The Department reserves the right not to fill the post after advertisement. The appointments are subject to positive outcomes obtained for the Pre-Employment checks which will be conducted by the Department for the following i.e Security Clearance/vetting, Security clearance for criminal records, credit records, (Financial, assets records etc), validation of identity document, drivers licence, professional driving permit (where required). Citizenship/permanent residency, Company Intellectual Property Commission (CIPC)-Business Interests, verification of Education qualifications by the South African Qualifications Authority (SAQA), verification of employment history/reference checks-previous experience from employers. Applicants are respectfully informed that correspondence will be limited to shortlisted candidates only. "People with disabilities and African males are encouraged to apply. Short listed candidates will not be compensated for Subsistence and Travelling claims(S&T).
<u>CLOSING DATE</u>	:	06 July 2018
<u>POST 25/101</u>	:	<u>OPERATIONAL MANAGER NURSING GENERAL STREAM (REF NO: ITSH 10/2018)</u>
<u>SALARY</u>	:	R394 665 per annum. Other Benefits: 12% rural allowance of basic salary, 13th Cheque, Medical Aid (Optional) and Home owners allowance employee must meet prescribed requirements.
<u>CENTRE</u>	:	Itshelejuba Hospital (OPD)

- REQUIREMENTS** : Senior Certificate (Grade 12) or equivalent qualification PLUS; Degree/Diploma in General Nursing and Midwifery or equivalent qualification that allows Registration with the SANC as Professional Nurse PLUS; Registration with SANC as a professional nurse and midwifery PLUS; A minimum of seven (7) years' experience in nursing after registration as Professional Nurse with the SANC in General Nursing PLUS; SANC receipt for the current year. Knowledge Skills: Demonstrate effective communication with patients, supervisors and other health professionals and junior colleagues including more complex report when required. Work as part of the multi-disciplinary at unit level to ensure good nursing care by the nursing team. Work effectively, co-operatively amicably at a supervisory level with persons of diverse intellectual; cultural racial or religious differences. Display a concern for patients promoting and advocating and facilitating proper treatment and ensuring that the unit adheres to the principles of Batho Pele. Demonstrate basic computer literacy as a support tool to enhance service delivery.
- DUTIES** : Demonstrate an in depth understanding legislation and related legal and ethical nursing practices and how this impacts on service delivery's-ordinate and monitor the implementation of nursing care plan and evaluation therefore. Ensure clinical nursing practice by the nursing team (unit) in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Provision of administrative services. Maintain a constructive working relationship with nursing and other stakeholders. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. Utilize human, material and physical resources efficiently and effectively. Demonstrate a basic understanding of HR and financial policies and practices. Supervise and ensure the provision of an effective and efficient patient care through adequate nursing care. Actively participate in programmes meant to improve the quality of services rendered e.g. NCS; IPC and Clinical Programmes. Oversee smooth functioning of OPD and other linked department.
- ENQUIRIES** : Ms MA Manana Tel No: 034-4134000
- APPLICATIONS** : All applications must be addressed to Itshelejuba Hospital Private Bag x0047 Pongola 3170 or hand delivered to the Human Resources Office at Itshelejuba Hospital
- NOTE** : An application for Employment Form (z83) must be completed and forwarded. This is obtainable from any Public Department or from the website www.kznhealth.gov.za Certified copies of ID documents, Std10,educational qualifications, certificates of service and professional registration certificates (not copies of certified copies) and proof of current registration must be submitted together with your CV. Original signed letter from your current employer ,confirming current and appropriate work experience related to the requirements and recommendations for the advert. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the z83, eg ref ITSH 1/2018.Please note that failure to comply with the above instructions will disqualify applicats. Please note that the selected candidate will be subjected to pre-employment screening and verification process. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payments of S&T claims.
- CLOSING DATE** : 06 July 2018
- POST 25/102** : **PROFESSIONAL NURS GRADE 1 – 2 SPECIALITY REF NO: 08/2018**
Component: Paediatrics
- SALARY** : Grade 1: R340 431 - R394 665 per annum
Grade 2: R418 701 - R514 962 per annum
Other Benefits: 8% inhospitable rural allowance, 13th cheque medical aid (optional) housing allowance (employee must meet prescribed requirements)
- CENTRE** : Ladysmith Regional Hospital
- REQUIREMENTS** : Senior Certificate (Grade 12). Registration with SANC as a General Nurse and Speciality Nurse (Child Nursing Science). Diploma/Degree in General Nursing. Proof of current registration with SANC (2018). A post-basic nursing qualification

with a duration of at least 1 year accredited with SANC in Child Nursing Science. Certificate of service endorsed by human resource department. Appropriate/recognisable experience after registration in the specialty is recognised to determine the salary on appointment. Only certificate/s of service from the previous employer/s in the specialty is recognised for this purpose. **Grade 1:** A minimum of 4 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in General Nurse; Plus one year post basic qualification in Child Nursing Science. **Grade 2:** A minimum of 14 years Appropriate/Recognizable experience in Nursing after registration as a professional nurse with SANC in General Nursing of which 10 years must be appropriate/recognizable experience in the specialty after obtaining the one year post basic qualification in the Child Nursing Science. Knowledge, Skills and Experience Required: Demonstrate an understanding of nursing legislation and related legal and ethical nursing practices. Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Demonstrate effective communication with patients, supervisors and other clinicians including report writing when required. Work as part of the multi-disciplinary team to ensure good nursing care. Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. Able to plan and organize own work and that of support personnel to ensure proper nursing care. Display a concern for patients promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs requirements and expectations (Batho-Pele).

- DUTIES** : To execute duties and functions with proficiency within prescripts of applicable legislation. Provision of quality patient care through setting of standards, policies and procedures. Assist Operational Manager with overall management and necessary support for effective functioning of the unit. To provide nursing care that lends itself to improve service delivery by upholding Batho-Pele Principles. Maintain clinical competence by ensuring that scientific principles of nursing are implemented. Ensure the provision and supervision of patients needs. Promote quality specialized nursing care as directed by scope of practice and standards determined by the relevant speciality. Evaluate patient care programmes from time to time and make proposals for improvement. To complete patient related data and partake in research.
- ENQUIRIES** : Mrs T.M. Buthelezi Tel No: 036-6372111
- APPLICATIONS** : Ladysmith Regional Hospital, 36 Malcolm Road, Ladysmith 3370, Private Bag X9928, Ladysmith 3370
- CLOSING DATE** : 06 July 2018
- POST 25/103** : **PROFESSIONAL NURSE GRADE1 OR 2 – SPECIALITY REF NO: NURS 07/2018**
Component: Operating Theatre
- SALARY** : Grade 1: R340 431 – R394 665 per annum
Grade 2: R418 701 – R514 962 per annum
Other Benefits: 8% inhospitable rural allowance, 13th cheque medical aid (optional) housing allowance (employee must meet prescribed requirements)
- CENTRE** : Ladysmith Regional Hospital
- REQUIREMENTS** : Senior Certificate (Grade 12). Registration with SANC as a General Nurse and Speciality Nurse (Operating Theatre). Diploma/Degree in General Nursing. Proof of current registration with SANC (2018). A post-basic nursing qualification with a duration of at least 1 year accredited with SANC in Operating Theatre Nursing Science. A minimum of 4/four years appropriate/recognizable experience after registration with SANC as a General Nurse. Certificate of service endorsed by human resource department. Appropriate/recognisable experience after registration in the specialty is recognised to determine the salary on appointment. Only certificate/s of service from the previous employer/s in the specialty is recognised for this purpose. **Grade 1:** A minimum of 4 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in General Nurse. Plus one year post basic qualification in Operating Theatre Nursing Science. **Grade 2:** A minimum of 14 years

Appropriate/Recognizable experience in Nursing after registration as a professional nurse with SANC in General Nursing of which 10 years must be appropriate/recognizable; experience in the specialty after obtaining the one year post basic qualification in the Operating Theatre Nursing Science. Knowledge, Skills and Experience Required: Demonstrate an understanding of nursing legislation and related legal and ethical nursing practices. Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Demonstrate effective communication with patients, supervisors and other clinicians including report writing when required. Work as part of the multi-disciplinary team to ensure good nursing care. Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. Able to plan and organize own work and that of support personnel to ensure proper nursing care. Display a concern for patients promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs requirements and expectations (Batho-Pele).

- DUTIES** : To execute duties and functions with proficiency within prescripts of applicable legislation. Provision of quality patient care through setting of standards, policies and procedures. Assist Operational Manager with overall management and necessary support for effective functioning of the unit. To provide nursing care that lends itself to improve service delivery by upholding Batho-Pele Principles. Maintain clinical competence by ensuring that scientific principles of nursing are implemented. Ensure the provision and supervision of patients needs. Promote quality specialized nursing care as directed by scope of practice and standards determined by the relevant speciality. Evaluate patient care programmes from time to time and make proposals for improvement. To complete patient related data and partake in research.
- ENQUIRIES** : Mrs T.M. Buthelezi Tel No: 036-6372111
APPLICATIONS : Ladysmith Regional Hospital, 36 Malcolm Road, Ladysmith 3370, Private Bag X9928, Ladysmith 3370
- CLOSING DATE** : 06 July 2018
- POST 25/104** : **DIAGNOSTIC RADIOGRAPHER (GRADES 1, 2 OR 3) REF NO: XRAY 01/2018**
- SALARY** : Grade 1: R281 014 – R321 462
Grade 2: R331 179 – R378 687
Grade 3: R390 123 – R473 445
Other Benefits: 12% Inhospitable Rural Allowance of Basic
- CENTRE** : Ladysmith Hospital
REQUIREMENTS : **Grade 1:** Senior certificate (Grade 12) or equivalent qualification. No experience after registration with HPCSA in Radiology. Current registration with HPCSA (2018). **Grade 2:** Senior certificate (Grade 12) or equivalent qualification. A minimum of 10 years' experience after registration with HPCSA in the relevant profession. Current registration with HPCSA (2018). Certificate of service endorsed by Human Resource Department. **Grade 3:** Senior certificate (Grade 12) or equivalent qualification. A minimum of 20 years' experience after registration with HPCSA in Radiology. Current registration with HPCSA (2018). Certificate of service endorsed by Human Resource Department. Knowledge, Skills and Competencies Required: Sound knowledge of diagnostic radiography procedures and equipment. Good communication, interpersonal relations and problem solving skills. Knowledge of radiation control and safety measures. Ability to perform quality assurance tests as stipulated by the Radiation Control Directorate.
- DUTIES** : Provide high quality diagnostic radiographic service observing safe radiation protection standards. Participate in after hours and standby duties which include nights, weekends and Public Holidays. Provide assistance and training to junior staff and student radiographers. Promote good health practices and ensure optimal care of the patient. Perform reception and administrative duties as required. Participate in Quality Assurance and Quality Improvement programmes, in-service training and National Core Standards. Ensure safety health rules and regulations are adhered to.
- ENQUIRIES** : Mr. B. Mbana Tel No: 036- 6372111 EXT 1125

APPLICATIONS : Ladysmith Regional Hospital, 36 Malcolm Road, Ladysmith 3370, Private Bag X9928, Ladysmith 3370
CLOSING DATE : 06 July 2018

DEPARTMENT OF TRANSPORT

The Provincial Administration of KwaZulu-Natal is an equal opportunity affirmative action employer

APPLICATIONS : Forward your application, quoting the relevant reference number to: Head: Transport, Human Resource Management Directorate, Private Bag X 9043, Pietermaritzburg, 3200. Applications may alternatively be hand-delivered to the Office of the Department of Transport, 172 Burger Street, Pietermaritzburg.

CLOSING DATE : 06 July 2018

NOTE : Applications must be submitted on the prescribed application form Z83 (which must be originally signed and dated) and must be accompanied by a detailed CV and originally certified copies (not copies of certified copies) of required educational qualifications (including academic record / statement of results) set out in the advertisement (certificates are required, however, if a certificate is only to be issued at a graduation in the future, the statement of results, together with a letter from the educational institution, indicating the date of the graduation, will be accepted), identity document as well as valid driver's licence (where a driver's licence is a requirement). Applications lacking evidence of relevant experience will not be considered. Failure to comply with these instructions will lead to applications being disqualified. Should an applicant wish to apply for more than one post, separate applications i.e. all the documentation must be submitted for each post applied for. Non-RSA Citizens/Permanent Resident Permit holders must attach a copy of their Permanent Residence Permits to their applications. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA) and to attach proof of such evaluation to their application. Under no circumstances will faxed or e-mailed applications be accepted. Receipt of applications will not be acknowledged and applicants who have not received an invitation to attend an interview within three (3) months of the closing date should assume that their application was unsuccessful. Please note that where experience is a requirement for the post, the successful candidate will be required to submit documentary proof of such work experience prior to assuming duty. A personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification) will be conducted prior to employment. All shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Shortlisted candidates will be required to submit an original SAP91 form with their fingerprints on the day of their interview. It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. The Department of Transport reserves the right not to fill the post(s).

MANAGEMENT ECHELON

POST 25/105 : **CHIEF DIRECTOR: PUBLIC & FREIGHT TRANSPORT MANAGEMENT (REF NO: P 20/2018)**

This is a re-advertisement. Applicants who applied previously and who still wish to be considered are at liberty to re-apply.

SALARY : R1 127 334 per annum (all Inclusive, flexible remuneration package)
CENTRE : Head Office, Pietermaritzburg
REQUIREMENTS : An undergraduate qualification in Transport Management / Transport Economics / Economics / Management Science and Logistics Management (NQF Level 7) as recognised by SAQA; plus A minimum of 5 years' experience at a senior

managerial level; plus Possession of a valid driver's licence (minimum Code B). Knowledge, Skills, Training and Competencies Required: Knowledge of legislation and policies pertaining to public transport. Knowledge of the Constitution, 1996, Public Service Act, 1994, as amended, Public Service Regulations, 2001 and relevant directives, determinations and collective agreements; Labour Relations Act, 1995; Basic Conditions of Employment Act; 1997; Employment Equity Act, 1998 and other Public Services Legislation; Advanced knowledge of public policy analysis and public policy development processes. Advanced knowledge of strategy development, strategy management and strategy monitoring and review processes. Advanced knowledge of modern systems of governance and administration. Advanced knowledge in public finance, human capital. Advanced knowledge of public communication, public transport education, public participation and public discourse management processes. Knowledge of national, regional and local political, economic and social affairs impacting on the provincial government. Knowledge of other relevant legislation.

DUTIES

: Determine and manage the strategic direction of public transportation contracts, freight transportation and public transportation policy and planning services. Participation, interpretation and implementation of National policies and ensure the development, interpretation and implementation of Departmental policies and procedures, as well as provide input into National and Provincial policies. Ensure monitoring and compliance with relevant legislation and prescripts in respect of adequate and appropriate record keeping of the activities of the Chief Directorate, and of the resources of the Chief Directorate. Facilitate and drive empowerment projects with direct interventions, strategic policies and partnerships with the industry. Manage the resources of the component.

**ENQUIRIES
FOR ATTENTION
NOTE**

: Ms F Sithole Tel No: 033 – 355 8870
: Mr C McDougall
: It is the intention of this Department to consider equity targets when filling this position.