

**PROVINCIAL ADMINISTRATION: KWAZULU-NATAL  
DEPARTMENT OF HEALTH**

*This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the department.*

**OTHER POSTS**

**POST 41/149** : **MEDICAL SPECIALIST - (GRADE 1, 2, AND 3) (PAEDIATRICS) REF NO: GS 58/18**  
Component – Paediatrics

**SALARY** : Grade 1: R1 051 368 per annum, all inclusive package Consists of 70% basic salary and 30% flexible portion that may be structured in terms the applicable rules Plus Commuted overtime which is subject to the needs of the Department. Employee must sign the commuted overtime contract form.  
Grade 2: R1 202 112 per annum, all inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules Plus Commuted overtime which is subject to the needs of the Department. Employee must sign the commuted overtime contract form.  
Grade 3: R1 395 105 per annum package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules Plus Commuted overtime which is subject to the needs of the Department. Employee must sign the commuted overtime contract form.

**CENTRE REQUIREMENTS** : Greys Hospital, PMB Metropolitan Hospitals Complex  
: MBCHB OR equivalent qualification Plus FC Paeds (SA) OR equivalent Current Registration with Health Professions Council of South Africa as a Medical Specialist in Paediatrics OR as a registrar in Paediatrics. **Grade 1:** Experience: Not applicable; Registration with the HPCSA as a Medical Specialist in Paediatrics (or equivalent). **Grade 2:** Experience: 5 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in Paediatrics (or equivalent). **Grade 3:** Experience: 10 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in Paediatrics (or equivalent). N.B. Those candidates who are completing training time in their FINAL year of REGISTRAR training and/or are completing other requirements for registration as a Paediatrician within the next THREE months from the closing date of this advert may apply for the post on the understanding that appointment to the post can only be made after they have received registration from the HPCSA as a medical specialist in Paediatrician (independent practice). Recommendation: Three (3) years' or more experience as a Paediatrician as this will be recognised as an advantage during the short-listing and interview stages. Candidates with Sub-specialist qualifications in line with current demands are encouraged to apply as this will be recognized as an advantage during the short-listing and interview stages. Knowledge, Skills, Training and Competency Required: Specialist or Sub-specialist medical knowledge, skills & competence in paediatrics and child health. Current health and public service legislation, regulations and policy. Medical ethics, epidemiology, research and statistics. Medical education training and experience. Research publications, research knowledge, skills & competence.

**DUTIES** : Key Performance Areas: (Will cover clinical skills, performance, training, research and supervision & support). Participate in the provision of 24-hour in- and outpatient paediatric clinical care within the Pietermaritzburg Metropolitan Hospitals Complex (Grey's and/or Edendale Hospital) as deemed necessary for patient care. This will include generalists working in sub-specialist areas, and vice versa; i.e. sub-specialists working in generalist areas. Participate in the departmental Outreach program to the catchment area. Assist with the maintenance of standards of care and implementation of quality improvement programmes within the department. Assist with the supervision and support of registrars, medical officers, CSOs and interns in the department. Participate in the departmental academic and training programme/s, Assist with the administration of a component of the paediatric department in Pietermaritzburg. Participate in the

departmental activities for the development and training of undergraduate, post graduate and vocational students, including joining the University of KwaZulu-Natal (UKZN) as a member of the Faculty of Health Sciences, School of Clinical Medicine, Department of Paediatrics & Child Health. Assist and participate in research activities as defined within the department.

**ENQUIRIES** : Dr BL Dhada Tel No: (033) 897 3264 / 87

**APPLICATIONS** : Applications to be forwarded to: The Human Resources Department, Greys Hospital Private Bag X 9001, Pietermaritzburg, 3200

**FOR ATTENTION** : Mrs. M. Chandulal

**NOTE** : Directions To Candidates: The following documents must be submitted: Application for employment form (Z83) which is obtainable at any Government Department OR website, Certified copies of highest educational qualifications and professional registration certificate- not copies of certified copies, Curriculum Vitae and certified ID copy. Failure to comply with the above instructions will disqualify applicants. The circular minute number / reference must be indicated in the column provided on the form Z83 e.g GS 59/18 .Please note due to large numbers of applications we envisage to receive, applicants will not be acknowledged. Communication will only be entered into with candidates that have been short-listed. If you have not heard from us two months after the closing date, please consider your application as being unsuccessful. The appointment is subject to positive outcome obtained from checks (security clearance, credit records, qualifications, citizenship and previous employment verifications and verification from the Company Intellectual Property (CIPC).

**CLOSING DATE** : 26 October 2018

**POST 41/150** : **MEDICAL OFFICER (GRADE 1, 2.3) - GENERAL SURGERY REF NO: GS 59/18**  
Component: General Surgery

**SALARY** : Grade 1: R780 612 per annum  
Grade 2: R892 551 per annum  
Grade 3: R1 035 831 per annum  
All inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, Plus Commuted Overtime which is subject to the needs of the department. Incumbents will have to sign the commuted overtime contract form.

**CENTRE** : Greys Hospital, PMB Metropolitan Hospitals Complex

**REQUIREMENTS** : MBCHB Degree Plus Current registration with the Health Professions Council of South Africa as a Medical Practitioner Community Service doctors may also apply on condition that their employment will be subject to the successful completion of community service by 31st December 2018. **Grade 1:** Experience: Not Applicable. Foreign qualified candidates require 1 year relevant experience after registration as a Medical Practitioner with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service, as required in South Africa. **Grade 2:** Experience: 5 years appropriate experience as a Medical Officer after registration with the HPCSA as a Medical Practitioner. Foreign candidates require 6 years relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service as required in South Africa. **Grade 3:** Experience: 10 years experience after registration with the HPCSA as a Medical Practitioner. Foreign qualified candidates require 11 years relevant experience after registration as Medical Practitioner with a recognized foreign health professional council in respect of foreign qualified employees of whom it is not required performing community service as required in South Africa. Recommendation: Experience in General Surgery in an accredited training facility, Postgraduate qualification in surgery. Knowledge, Skills, Training and Competence Required, Basic diagnostic, clinical, investigative surgical skills. Must be service delivery orientated: Program planning, implementation and evaluation. Information management. Human resource management, Quality assurance programs. Current Health and Public Service legislation, regulations and policy. Medical ethics, epidemiology and statistics.

**DUTIES** : Key Performance Areas: Incumbent to provide services in the Pietermaritzburg Metropolitan Hospitals Complex which includes Grey's and Edendale hospital. Participate in the delivery of a 24-hour in-patient and out-patient surgical care

within the Pietermaritzburg Metropolitan Hospitals Complex; Assist with the administration and management of surgical wards / clinics (SOPD, PSOPD) Development, monitoring and support of Surgical Services in the drainage area of the Pietermaritzburg Hospitals Complex. Participate in the development and ongoing provision of under and post-graduate teaching. Participation in clinical support and outreach to facilities referring to Pietermaritzburg hospitals. Participation in Clinical Research in the Pietermaritzburg Metropolitan Complex. To maintain moral and ethics at all costs. To ensure that Batho Pele principles are upheld.

- ENQUIRIES** : Dr V Govindasamy Tel No: 033-8973379
- APPLICATIONS** : Applications to be forwarded to: The Human Resources Department, Greys Hospital Private Bag X 9001, Pietermaritzburg, 3200
- FOR ATTENTION** : Mrs. M. Chandulal
- NOTE** : Directions To Candidates: The following documents must be submitted: Application for employment form (Z83) which is obtainable at any Government Department OR website, Certified copies of highest educational qualifications and professional registration certificate- not copies of certified copies, Curriculum Vitae and certified ID copy. Failure to comply with the above instructions will disqualify applicants. The circular minute number / reference must be indicated in the column provided on the form Z83 e.g GS 59/18 .Please note due to large numbers of applications we envisage to receive, applicants will not be acknowledged. Communication will only be entered into with candidates that have been short-listed. If you have not heard from us two months after the closing date, please consider your application as being unsuccessful. The appointment is subject to positive outcome obtained from checks (security clearance, credit records, qualifications, citizenship and previous employment verifications and verification from the Company Intellectual Property (CIPC).
- CLOSING DATE** : 26 October 2018
- POST 41/151** : **ASSISTANT NURSING MANAGER (OP-THEATRE, OUT PATIENT AND CASUALTY) REF NO: EGUM 08/2018 (X1 POST)**
- SALARY** : R581 826 per annum Plus 13th Cheque, 8% Rural, Medical Aid (Optional), Housing Allowance, (employee must meet prescribed requirements).
- CENTRE** : Institution: E G & Usher Memorial Hospital
- REQUIREMENTS** : For the post for all grades: Senior Certificate / Matric or Grade 12. Degree/ Diploma in General Nursing Science and Midwifery. A post basic qualification in Operating Theatre with at least 1 year accredited with SANC. Current registration with SANC as a General Nurse and Midwifery. Current registration with SANC in relevant speciality. Minimum of 10 years appropriate/recognizable experience in nursing after registration as a professional Nurse with SANC in General Nursing and Midwife/Encoucher. At least 6 years of the period referred to above must be appropriate/recognizable experience in Theatre after obtaining the 1 year post Basic qualification in Operating Theatre. At least three years of the period referred to above must be appropriate or recognisable experience at Management level. Proof of current and previous experience endorsed and stamped by Human Resource (Service Certificate) must be attached. Recommendation: Basic Computer literacy and valid Code 10 driver's licence. Diploma in Management or Nursing Administration. Knowledge, Skills, Training and Competencies Required: Knowledge of Nursing Care process and procedures, Nursing statutes, and other relevant legal frameworks i.e. Nursing Act, Health Act, Occupational Health and Safety act, Patient Right Charter, Batho Pele Principles, Public Service Regulations, Labour Relations Act, Disciplinary Code and Procedures, Grievance procedures etc. Accountability, Responsibility and Flexibility
- DUTIES** : Co-ordination of optimal, holistic specialized nursing care provided within set standards and professional / legal framework. Foster team spirit and commitment among all categories of staff. Monitor and supervise staff performance. Deal with Disciplinary grievances and other issues including monitoring and managing absenteeism. Manage effectively and efficiently the utilization and supervision of all resources. Participate in the analysis, formulation, and implementation of policies, practices and procedures. Establish and maintain constructive working relationships with nursing and other stakeholders. Ensure that a healthy and safe

environment is maintained and Initiate and conduct audits. Responsible for the supervision and monitoring of service delivery in OT, CCSD, Accident and emergency and OPD. 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 Programmes. Strengthen Quality of Care through implementation of NCS. Advocate and ensure the promotion of nursing care ethos and professionalism. Utilize information technology and other management information system to manage the nursing information for the enhancement of service delivery. Establish, maintain and participate in inter- professional and multidisciplinary teamwork that promotes efficient and effective health care. Manage and utilize resources in accordance with relevant directive and legislation. Ensure implementation of priority programs and compile monthly and quarterly report.

- ENQUIRIES** : Ms N Binase Tel No: 039- 797 8100
- APPLICATIONS** : Direct your application quoting the relevant reference number to: Human Resource Department, EG & Usher Memorial Hospital, Private Bag X 506, Kokstad, 4700. Hand delivered application may be submitted at Security Office (Application box available).
- NOTE** : The following documents must be submitted: Application for Employment Form (Z83), which is obtainable at any Government Department or from the Website - www.kznhealth.gov.za. Certified copies of highest educational qualification – not copies of certified copies and certified copies must not be older than 3 months. Curriculum Vitae. Faxed applications will not be accepted. The reference number must be indicated in the column provided on the form Z83 e.g. EGUM 05/2017. Failure to comply with the above instructions will disqualify applicants. The appointments are subject to a positive outcome obtained from the State Security Agency (SSA) to the following checks (criminal clearance, credit records and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applications in possessions of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non-RSA / Permanent Residents / Work permit holders must submit documentary proof together with their applications. Please note that due to large number of applications received, applications will not be acknowledged. However, every applicant will be advised of the outcome of his or her applications in due course. If you have not heard from us within three months from the closing date, Please accept that your application has been unsuccessful. Please note that the target group in terms of the Employment Equity Target for this post is as follows: 1st African male, People with disabilities should feel free to apply. Please note due to large number of applications received, applications will not be acknowledged. If you are not contacted by us three months after the closing date please regard your application as being unsuccessful. Persons with disabilities should feel free to apply for these posts. Due to financial constraints, no S&T will be paid to candidates when attending the interviews.
- CLOSING DATE** : 26 October 2018
- POST 41/152** : **ASSISTANT MANAGER NURSING: MONITORING & EVALUATION REF NO: EGUM 10/2018 (X1 POST)**
- SALARY** : R532 449 per annum Plus 13th Cheque, 8% Rural, Medical Aid (Optional), Housing Allowance, (employee must meet prescribed requirements).
- CENTRE** : Institution: E G & Usher Memorial Hospital
- REQUIREMENTS** : For the post for all grades: Senior Certificate / Matric or Grade 12. Degree/Diploma in General Nursing and Midwifery. Current registration with South African Nursing Council as a registered General nurse and midwife. A minimum of 8 years appropriate/recognizable experience after registration as a Professional Nurse. At least 3 years of the period referred to above must be appropriate/recognizable experience at management level. Current registration with SANC (Receipt). Computer literacy (Ms Office: Word, Outlook, PowerPoint and Excel). Valid driver's licence. Proof of current and previous experience endorsed and stamped by

Human Resource (Service Certificate) must be attached. Recommendation: Degree/Diploma in Nursing Management. Knowledge, Skills, Training and Competencies Required. Leadership, management, planning, organizing and co-ordination skills. Knowledge of relevant Acts, prescripts, policies and procedures governing health care service delivery, especially medical and surgical. Sound understanding of relevant legislation, Acts, Policies, Procedures and delegation pertaining to Pharmacy including Essential Drug List (EDL) and standard Treatment Guidelines (STD) and District Health Systems. Knowledge of EPMDS and National Core Standards. Knowledge of HR and Financial policies and practices such as: Skills Development Act, Public Service Regulations, Labour Relations Act and PFMA. Good communication, interpersonal, negotiation, decision- making, problem-solving conflict management, facilitation, counselling, teaching, mentorship and supervisory, change management skills. Leadership, Analytic, negotiation. Information and data management skills.

**DUTIES**

: Develop processes to ensure user friendly and measurable performance indicators are timeously defined for the assessment of institutional performance against stated strategic/service transformation objectives as well as policy and programme interventions aimed at improving the health status of the population. Develop policies for the institution and monitor implementation. Monitor implementation of all the plans of the institution and ensure progress reports are submitted timeously. Administer and facilitate the implementation of an integrated Monitoring and Evaluation Framework and System fully aligned to national ;provincial ;district; and departmental performance reporting requirements Improvements plans. Ensure that there is provision of optimal, holistic, specialized nursing care with set standards and target and within a professional/legal framework. Consult and collaborate with multi-disciplinary health teams, organizations and special interest groups. Participate in and represent the district /sub district at various forums. Utilize information technology (IT) and other management information systems to manage information for the enhancement of service delivery. Maintain the quality of data and information in documentary and electronic systems. Evaluate the content of minimum program data set and utilize it to compare interventions and outcomes. Analyze and interpret programme information to evaluate the quality and cost effectiveness of the health care delivery approaches. Utilize analyzed data to assist during decision–making. Develop good working relationships within the department and with other stakeholders. Conduct staff meetings such as performance and information reviews to disseminate information on performance against set indicators and targets.

**ENQUIRIES**

: Ms N Binase Tel No: 039- 797 8100

**APPLICATIONS**

: Direct your application quoting the relevant reference number to: Human Resource Department, EG & Usher Memorial Hospital, Private Bag X 506, Kokstad, 4700. Hand delivered application may be submitted at Security Office (Application box available).

**NOTE**

: The following documents must be submitted: Application for Employment Form (Z83), which is obtainable at any Government Department or from the Website - [www.kznhealth.gov.za](http://www.kznhealth.gov.za). Certified copies of highest educational qualification – not copies of certified copies and certified copies must not be older than 3 months. Curriculum Vitae. Faxed applications will not be accepted. The reference number must be indicated in the column provided on the form Z83 e.g. EGUM 05/2017. Failure to comply with the above instructions will disqualify applicants. The appointments are subject to a positive outcome obtained from the State Security Agency (SSA) to the following checks (criminal clearance, credit records and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applications in possessions of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non-RSA / Permanent Residents / Work permit holders must submit documentary proof together with their applications. Please note that due to large number of applications received, applications will not be acknowledged. However, every applicant will be advised of the outcome of his or her applications in due course. If you have not heard from us within three months from the closing date, Please accept that your application has been unsuccessful. Please note that the target group in terms of the

Employment Equity Target for this post is as follows: 1st African male, People with disabilities should feel free to apply. Please note due to large number of applications received, applications will not be acknowledged. If you are not contacted by us three months after the closing date please regard your application as being unsuccessful. Persons with disabilities should feel free to apply for these posts. Due to financial constraints, no S&T will be paid to candidates when attending the interviews.

- CLOSING DATE** : 26 October 2018
- POST 41/153** : **OPERATIONAL MANAGER NURSING REF NO: OMN 01/2018**
- SALARY** : Grade 1: R532 449 – R599 274 per annum, Plus Benefits: 13% cheque, home owners allowance (employee must meet prescribed requirements) medical aid prescribed requirements) medical aid (optional) 12% in-hospitable allowance
- CENTRE** : Dundee Primary Health Care – Sakhimpilo Clinic
- REQUIREMENTS** : Degree /National Diploma in Nursing that allow registration with SANC as a Professional Nurse and Midwife. Post Basic nursing qualification with duration at least one (1) year accredited with SANC in clinical nursing Science, assessment, diagnosis, treatment and care. Minimum of 9 years appropriate/ recognizable experience in nursing after registration as a professional nurse with South African nursing council in general nursing of which at least 5 years must be appropriate experience after obtaining the one year Post Basic Qualification in Primary Health Care. Proof of current registration with SANC (2018). Certificate of service signed by Human Resource Manager must be attached. Leadership, organizational, decision making, supervisory and problem solving abilities within the limit of the Public sector and institutional policy framework. Knowledge on nursing care processes and procedures, nursing statutes and other relevant legal framework. Ability to formulate patients care related policies, vision, mission and objective of the Clinic. Communication and interpersonal skills including Public relations, negotiating, coaching, conflict handling and counselling skills. Financial and budgetary knowledge pertaining relevant resources under management. Insight into procedures and polices pertaining nursing care, computer skills in basic programmes. Recommendation: Health Services Management Administration. Valid Driver's License EB (Code 8) or C1 (Code 10).
- DUTIES** : Demonstrate an in-depth understanding of legislation and related legal and ethical nursing practice and how this impact on service delivery. Ensure the implementation and monitoring of all PHC programs including priority programs in the clinic. Manage and monitor proper utilization of human, financial, physical and material resources, Ensure quality PHC service delivery through the implementation of NCS and ICRM within the facility. Deal with disciplinary and grievance matters including managing and monitoring absenteeism. Provision of administrative services by planning, organizing and ensure the availability of medication, medical supplies and essential equipment in all clinics. Monitor and evaluate HR performance EPMDs for all relevant staff. Ensure quality data management is implemented and monitored at the clinic. Maintain intersect oral collaboration with other Government structures and provide support to Sukuma Sakhe Activities.
- ENQUIRIES** : Mrs. NT Mkhize 061 825 7107 Ext 268
- APPLICATIONS** : The Human Resource Manager, National Department of Health, Private Bag X 2011, Dundee, 3000. Hand delivered applications may be submitted to Dundee Provincial Hospital, 121 McKenzie Street, Dundee, 3000.
- FOR ATTENTION** : Human Resource Manager
- NOTE** : Applications should be submitted on form Z83 obtainable from any Public Service Department and should be accompanied by a CV (previous experience must be comprehensively detailed) and certified copies of qualification certificates, service certificates, including ID and driver's licence. Certification must be within 3 months. No faxed or e-mailed applications will be considered. Applications received after the closing date and those that do not comply with the requirements will not be considered. It is the applicant's responsibility to have foreign qualifications and national certificates (where applicable) evaluated by the South African Qualification Authority (SAQA). The department reserves the right not to fill the post. The successful candidate will be subjected to personnel suitability checks

and other vetting procedures. Applicants are respectfully informed that correspondence will be limited to short-listed candidates only. If notification of an interview is not received within three (3) months after the closing date, candidates may regard their application as unsuccessful. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications. NB: Employment equity target is an African Male.

- CLOSING DATE** : 26 October 2018, 16:00 afternoon
- POST 41/154** : **CLINICAL PROGRAMME COORDINATOR REF NO: EGUM 07/2018 (X1 POST)**
- SALARY** : R420 318 per annum Plus 13th Cheque, 8% Rural, Medical Aid (Optional), Housing Allowance, (employee must meet prescribed requirements).
- CENTRE** : Institution: E G & Usher Memorial Hospital
- REQUIREMENTS** : Senior Certificate / Matric or Grade 12. Degree/Diploma in General Nursing & Midwifery. Minimum of 7 years appropriate recognizable experience after registration as a General Nurse. Current registration with SANC (receipt). Valid driver's license. Computer literacy (MS Office: Word, Outlook, PowerPoint and Excel). Proof of current and previous experience endorsed and stamped by Human Resource (Service Certificate) must be attached. Knowledge, Skills, Training and Competencies Required: Working knowledge of health policies and current Public Service related Legislation. High level of interpersonal relationship. High level of verbal and written communication. Presentation and facilitation skills. Ability to liaise with management and prioritize issues Assertiveness and diplomacy. Report writing skills. Problem solving and ability to work under pressure. Practical experience in Quality Assurance and Accreditation.
- DUTIES** : Promote quality culture within the hospital and clinics. Responsible for meeting specific measurable targets. Develop appropriate intervention program, work plans and action plans, which will support the attainment of quality compassionate patient care. Monitor implementation of action plans related to QIP's. Develop a process for addressing generic problems with the hospital and clinics. Maintain records of specific problems with intervention and time frames. Provide ongoing feedback to Senior Management to ensure the process towards accreditation remain on track. Facilitate and monitor implementation of clinical quality improvement Programmes. Ensure that priority Programmes attain positive outcomes. Drive implementation of service delivery Improvement Plan leading to Premier Service Awards. Ensure ongoing training on NCS and monitor implementation thereof. Conduct sub-district and district QIP surveys.
- ENQUIRIES** : Ms N Binase Tel No: 039- 797 8100
- APPLICATIONS** : Direct your application quoting the relevant reference number to: Human Resource Department, EG & Usher Memorial Hospital, Private Bag X 506, Kokstad, 4700. Hand delivered application may be submitted at Security Office (Application box available).
- NOTE** : The following documents must be submitted: Application for Employment Form (Z83), which is obtainable at any Government Department or from the Website - [www.kznhealth.gov.za](http://www.kznhealth.gov.za). Certified copies of highest educational qualification – not copies of certified copies and certified copies must not be older than 3 months. Curriculum Vitae. Faxed applications will not be accepted. The reference number must be indicated in the column provided on the form Z83 e.g. EGUM 05/2017. Failure to comply with the above instructions will disqualify applicants. The appointments are subject to a positive outcome obtained from the State Security Agency (SSA) to the following checks (criminal clearance, credit records and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applications in possessions of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non-RSA / Permanent Residents / Work permit holders must submit documentary proof together with their applications. Please note that due to large number of applications received, applications will not be acknowledged. However, every applicant will be advised of the outcome of his or her applications in due course. If you have not heard from us within three months from the closing date, Please accept that your application

has been unsuccessful. Please note that the target group in terms of the Employment Equity Target for this post is as follows: 1st African male, People with disabilities should feel free to apply. Please note due to large number of applications received, applications will not be acknowledged. If you are not contacted by us three months after the closing date please regard your application as being unsuccessful. Persons with disabilities should feel free to apply for these posts. Due to financial constraints, no S&T will be paid to candidates when attending the interviews.

**CLOSING DATE** : 26 October 2018

**POST 41/155** : **CLINICAL PROGRAMME COORDINATOR (MCWH) REF NO: UMZIN 08/2018 (X1 POST)**

**SALARY** : R420 318 per annum, Plus 13th cheque, Housing allowance (Employee must meet prescribed requirements, Medical Aid (Optional), Rural allowance (On claim basis)

**CENTRE** : Umzinyathi Health District Office

**REQUIREMENTS** : Grade 12/Matric certificate, an appropriate B Degree/ National Diploma or equivalent qualification in Nursing Plus Minimum of 7 years appropriate /recognizable nursing experience after registration as a Professional Nurse with SANC in General Nursing. Registration as a Midwife/Accoucheur with SANC. Current Registration with SANC. Valid Driver's License – Code 8 plus Attach Proof of previous and / or Current Employment verified, signed and stamped by HR Department/ Employer. Recommendations: Supervision and management in a maternity setting, Advanced Midwifery qualification. Proof of Computer Literacy – Ms Office (Word, Excel, Outlook & PowerPoint). Knowledge, Skills, Training and Competencies Required: Strong interpersonal and communication skills, Report writing, Knowledge on District Health Systems, Knowledge of relevant regulation and policies. An understanding of challenges facing the Public Health sector. Ability to translate and transform objectives into practical plan. Leadership, organizational, decision making and problem solving abilities within the DHS framework.

**DUTIES** : Develop, implement and monitor the MNCWH plan in line with the District Health Plan. Achieve targets as set out in the annual performance agreement. Co-ordinate and promote MNCWH activities within the District. Co-ordinates and facilitate MNCWH in-service Training and Workshops. Ensure that clinical audits are conducted a Sub-District level. Ensure integration of MNCWH with other Health programs. Monitor indicators which measure the health practices. Provide support, guidance and mentoring to health facilities with an aim of improving quality of patient care. Manage all resources allocated to MNCWH. Ensure that an orientation and induction programme is in place for newly appointed midwives. Ensure Programme integration into Sukuma Sakhe Objectives. Facilitate, conduct and support mortality meetings. Support the facilities with provision of guidelines and protocols. Monitor implementation of current policies and protocols with an aim to achieve the SDG's. Compile monthly, quarterly and annual reports and forward to Supervisor and respective Provincial Managers.

**ENQUIRIES** : Mrs. S Sibiya Tel No: 034 2999114

**APPLICATIONS** : all applications should be forwarded to: The District Manager, Umzinyathi Health District, Private Bag X 2052, Dundee, 3000. Hand delivery: 34 Wilson Street, Dundee, 3000

**FOR ATTENTION** : Ms. M Ngwenya

**NOTE** : please note that due to financial constraints, there will be no payment of S&T claims.

**CLOSING DATE** : 26 October 2018

**POST 41/156** : **CLINICAL NURSE PRACTITIONER (OCCUPATIONAL HEALTH NURSE) REF NO: CNP/01/2018 (X1 POST)**

**SALARY** : R362 559 – R420 318 per annum. Other Benefits: 13<sup>TH</sup> Cheque, Medical Aid (Optional), Housing Allowance (Employee to meet prescribed requirements)

**CENTRE** : ST Aidans Regional Hospital

**REQUIREMENTS** : Senior Certificate / Grade 12. Degree /Diploma in General Nursing that allows registration with South African Nursing Council (SANC) as a Professional Nurse.



A minimum of four (4) years appropriate/ recognizable experience as a Professional nurse after registration with SANC in General Nursing. Post basic qualification in Occupational Health Nursing Science with duration of at least one year, accredited with SANC. Proof of current year registration with SANC (2018) as a Professional Nurse. Knowledge, Skills Training Competencies Required: Knowledge of applicable legislation and guidelines, including scientific nursing and nursing principle. Sound knowledge of Nursing Act, Occupational health and Safety Act, compensation of Occupational Injuries and Disease Act. Knowledge of basic human resource and financial management. Good interpersonal and leadership skills. Communication and report writing skills. Ability to formulate occupational health related policies.

**DUTIES** : Ensure compliance to baseline medical surveillance, periodical medical examination and exit medical examination for hospital staff. Develop and implement Occupational Health and Safety training programs, orientation and induction programs. To implement occupational health manuals and protocols. To conduct occupational health audits functions in compliance with the Occupational Health and Safety Act 85, 1993. Ensure that occupational health functions are carried out timeously and correctly within the institution. Promote employee wellness and advocate for proper treatment and management and care. Provide optimal, holistic nursing care with set standards and within a professional/ legal framework. Quality Improvement Plan: to assist with the drawing and implementation of Quality Improvement Plan. Identify and investigate occupational health disease. To ensure environmental conditions meet and maintain compliance certificates as a regulated by Occupational Health and Safety Act no 85 of 1993. Develop occupational health business plan and strategic plan in line with the institutional plans. Maintain good working relationship with the nursing and multidisciplinary team.

**ENQUIRIES** : MR. G. S. Mbambo Tel No: 031 314 2214  
**APPLICATIONS** : All applications should be forwarded to: The Chief Executive Officer, St Aidans Regional Hospital, Private Bag X01, Overport, 4067

**FOR ATTENTION** : Human Resource Department  
**NOTE** : Applications must be submitted on the prescribed application for employment form (Z83) which must be originally signed and dated. The application form (Z83) must be accompanied by detailed Curriculum Vitae, certified copies of certificates, Identity document and Driver's Licence (not copies of previous certified copies). The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. Failure to comply with the above instructions will disqualify applications. Faxed and e-mailed applications will not be accepted. Persons with Disabilities should feel free to apply for the post. The appointments are subject to Positive outcomes obtained from the State Security Agency (SSA), to the following Checks (security clearance (vetting), criminal clearance, credit records, and citizenship), Verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. Applications in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non-RSA citizens/Permanent Residents/ Work Permit Holders must submit documentary proof together with their applications. All employees in the public Service that are presently on the same salary level but on a Notch/package above of the advertised post are free to apply.

**CLOSING DATE** : 02 November 2018

**POST 41/157** : **CLINICAL NURSE PRACTITIONER: PRIMARY HEALTH CARE STREAM REF NO: MURCHGTWAY 05/2018 (X1 POST)**  
 3 year contract

**SALARY** : Grade 1: R362 559 per annum  
 Grade 2: R445 917 per annum  
 Other Benefits: 13<sup>th</sup> Cheque, Home owners allowance (employee must meet prescribed Requirements), Medical Aid (Optional) and 12% Rural Allowance

- CENTRE REQUIREMENTS** :
- Murchison Hospital – Gateway PHC
- Senior Certificate, Degree / Diploma in General Nursing, Midwifery plus 1 year post basic qualification in Primary Health Care, Registration with SANC as General Nurse, Midwife and Primary Health Care Nurse, Current SANC receipt, previous work experience / Certificate of service endorsed by your Human Resource Department on an official letterhead (to be attached to application). **Grade 1:** Experience: A minimum of 4 years appropriate/ recognizable experience in nursing after registration as Professional with SANC in general nursing. **Grade 2:** Experience: A minimum of 14 years appropriate / recognizable experience in nursing after registration as a Professional Nurse with SANC in general nursing, of which at least 10 years must be appropriate / recognizable experience after obtaining the one year post basic qualification in Primary Health Care. Knowledge, Skills and Competencies: Knowledge of all applicable legislation and guidelines, including scientific nursing and nursing principles. Good interpersonal relationship skills and good listening skills. Good communication and problem solving skills. Co-ordination and planning skills. Ability to relieve in the service areas. Team building and supervisory skills. Ability to formulate patient care related policies.
- DUTIES** :
- Demonstrate effective communication with patients, supervisors and other clinicians, including report writing. Assist the unit manager with overall management and necessary support for effective functioning in the clinic. Work as part of a multidisciplinary team to ensure good Nursing Care in the clinic. Promote preventive and promotive health for clients and the community in the clinic. Ensure proper utilization of human, material and financial resources and maintain updated records of resources in the clinic. Must be able to handle obstetric and emergencies and high risk conditions. Ability to plan and organise own work and that of support personnel to ensure proper nursing care in the clinic. To provide nursing care that leads to improve service delivery by upholding Batho Pele principles. Maintain clinical competencies by ensuring that scientific principles of nursing are implemented in the clinic. Supervision of patients and provision of basis patient needs e.g. oxygen, nutrition, elimination, fluids and electrolyte balance, safe and therapeutical environment in the clinic using EDL guidelines. Ensure clinical intervention to clients including administering of prescribed medication and ongoing observation of patients in the clinic. Motivate staff regarding development in order to increase level of expertise and assist patients to develop a sense of self care. Ensure proper utilization and safe keeping of basic medical, surgical pharmaceutical and stock.
- ENQUIRIES APPLICATIONS** :
- Mr TM Mkhize Tel No: 039-6877311 ext 130
- all applications should be forwarded to: Chief Executive officer P/Bag X701 Portshepstone 4240 or hand delivered to: Human Resources Department Murchison Hospital
- NOTE** :
- The following documents must be submitted: Application for Employment Form (Z83), which is obtainable at any Government Department or from the Website - [www.kznhealth.gov.za](http://www.kznhealth.gov.za). Certified copies of highest educational qualification – not copies of certified copies and certified copies must not be older than 3 months Curriculum Vitae and Identity document. Faxed applications will not be accepted. The reference number must be indicated in the column provided on the form Z83 e.g. MURCH/VAC/GTWAY 6/2018. Failure to comply with the above instructions will disqualify applicants. The appointments are subject to a positive outcome obtained from the State Security Agency (SSA) to the following checks (criminal clearance, credit records, and citizenship), verification of Educational qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non-RSA / Permanent Residents / Work permit holders must submit documentary proof together with their applications. Please note that due to large number of applications received, applications will not be acknowledged. However, every applicant will be advised of the outcome of his or her applications in due course. (This Department is an equal opportunity, affirmative active employer, whose aim is to promote representivity in all occupational categories in the Institution). If you have not heard from us within two months from the closing date, Please accept

that your application has been unsuccessful. Employment Equity target for the post is African Male and people with disabilities are encouraged to apply.  
26 October 2018

**CLOSING DATE**

:

**POST 41/158**

:

**CLINICAL NURSE PRACTITIONER REF NO: EGUM 09/2018 (X1 POST)**

**SALARY**

:

Grade 1: R362 559 – R420 318 per annum  
Grade 2: R445 917 – R548 436 per annum  
Plus 13th Cheque 8% Rural, Medical Aid (Optional), Housing Allowance, (employee must meet prescribed requirements).

**CENTRE**

:

Institution: E G & Usher Memorial Hospital

**REQUIREMENTS**

:

For the post for all grades: Matric or senior certificate. Diploma / Degree in General nursing and midwifery or equivalent qualification that allows registration with SANC as a Professional Nurse. 1 (One) year post basic qualification in Primary Health Care accredited by SANC. Proof of current registration with SANC as a General Nurse, Midwife and Primary Health Care Nurse. **Grade 1:** A minimum of 4 years appropriate / recognizable experience in nursing after registration as Professional Nurse with SANC in General Nursing. **Grade 2:** A minimum of 14 years appropriate / recognizable experience in nursing after registration as Professional Nurse with SANC in General Nursing of which at least 10 years must be appropriate / recognizable experience after obtaining one year Post Basic qualification in Primary Health Care. Valid driver's license code 8. Proof of current and previous experience endorsed and stamped by Human Resource (Service Certificate) must be attached. Knowledge, Skills, Training and Competencies Required: Knowledge of Nursing care and procedures. Knowledge of SANC Rules and Regulations and other relevant Legal Framework. Knowledge of Quality Assurance programmes, Batho Pele principles and Patient Rights Charter. Human Resource Management and basic financial management skills. Leadership, supervisory and report writing skills. Good communication, counselling, interpersonal relations, conflict management, decision making and problem solving skills.

**DUTIES**

:

Ensure proper utilisation and safekeeping of basic medical equipment, surgical and pharmaceutical stock. Provide quality comprehensive Primary Health Care by providing promotive, preventive, curative and rehabilitative services for the clients and the community. Assist in the orientation, induction and monitoring of all nursing staff. Provide direct and indirect supervision of all nursing staff and to give guidance. Execute duties and functions with proficiency and perform duties according to scope of practice and by upholding the principles of Batho Pele. Implement Infection Control Standards and practices to improve the quality of nursing care. Ensure proper implementation of National Core Standards, quality and clinical audits. Improve the knowledge of staff and patients through health education and in-service training. Maintain a constructive working relationship with nursing and other stakeholders. Ability to plan and organise own work and that of support personnel to ensure proper nursing care in the clinic, implement standards, practices criteria for quality nursing. Support the realisation and maintenance of Ideal Clinic Programme in the facility. Ensure that programmes on staff development and training are in place. Expected to work extended hours and provide outreach services. Ensure that the clinic implement departmental projects and quality data management.

**ENQUIRIES**

:

Mr B Khowane Tel No: 039- 797 8100

**APPLICATIONS**

:

Direct your application quoting the relevant reference number to: Human Resource Department, EG & Usher Memorial Hospital, Private Bag X 506, Kokstad, 4700. Hand delivered application may be submitted at Security Office (Application box available).

**NOTE**

:

The following documents must be submitted: Application for Employment Form (Z83), which is obtainable at any Government Department or from the Website - [www.kznhealth.gov.za](http://www.kznhealth.gov.za). Certified copies of highest educational qualification – not copies of certified copies and certified copies must not be older than 3 months. Curriculum Vitae. Faxed applications will not be accepted. The reference number must be indicated in the column provided on the form Z83 e.g. EGUM 05/2017. Failure to comply with the above instructions will disqualify applicants. The appointments are subject to a positive outcome obtained from the State Security Agency (SSA) to the following checks (criminal clearance, credit records and

citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applications in possessions of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non-RSA / Permanent Residents / Work permit holders must submit documentary proof together with their applications. Please note that due to large number of applications received, applications will not be acknowledged. However, every applicant will be advised of the outcome of his or her applications in due course. If you have not heard from us within three months from the closing date, Please accept that your application has been unsuccessful. Please note that the target group in terms of the Employment Equity Target for this post is as follows: 1st African male, People with disabilities should feel free to apply. Please note due to large number of applications received, applications will not be acknowledged. If you are not contacted by us three months after the closing date please regard your application as being unsuccessful. Persons with disabilities should feel free to apply for these posts. Due to financial constraints, no S&T will be paid to candidates when attending the interviews.

- CLOSING DATE** : 26 October 2018
- POST 41/159** : **CLINICAL NURSE PRACTITIONER REF NO: CNP 01/2018 (X1 POST)**
- SALARY** : R362 559 - R420 318 plus benefits: 12% Inhospitable Allowance, 13th Cheque, Medical Aid (Optional) and housing allowance (employee must meet prescribed requirements)
- CENTRE REQUIREMENTS** : Dundee Primary Health Care (Elandskraal Clinic)  
 : Grade 12 (senior certificate), Standard 10, Degree/ Diploma in General Nursing and Midwifery Plus One year post basic qualification in Clinical Nursing Science, Health assessment, Treatment and Care. Minimum of 4 years appropriate recognizable nursing experience after registration as a professional nurse with SANC in General Nursing. Proof of current registration with SANC (2018). Proof of work experience /Certificate of Service endorsed by Human Resource Department. Leadership, organizational, decision-making and problem solving abilities within the limit of public sector and institutional policy framework. Knowledge on nursing care processes and procedures, nursing statutes and other relevant legal framework. Interpersonal skills including public relations, negotiating, conflict handling and counselling skills. Knowledge of Labour relations and disciplinary procedures. Insight into procedures and policies pertaining nursing care, computer skills in basic programmes. Recommendation: Valid Driver's License code 8 or 10.
- DUTIES** : Provision of an integrated quality and comprehensive primary health care services by promoting health, prevention of diseases, curative and rehabilitative services to the clients and community. Maintain intersectoral collaboration with other government structures. Provide PICT and adherence counselling to all clients. Provide primary prevention strategies and management of communicable and non-communicable diseases. Assist and identify training needs of the staff to increase level of expertise and assist patients and families to develop sense of self care. Provision of good quality care according to Ideal Clinic Realization and Maintenance (ICRM) and National Core Standards (NCS) Manage and monitor proper utilization of human, financial, physical and material resources. Ensure the availability of medication, essential equipment and supplies and proper utilization thereof. Monitor and evaluate HR performance EPMS for all relevant staff. Ensure data management is implemented and monitored.
- ENQUIRIES APPLICATIONS** : Mrs. ID Khumalo Tel No: 034 212 1112 Ext 352  
 : The Human Resource Manager, National Department of Health, Private Bag X 2011, Dundee, 3000. Hand delivered applications may be submitted to Dundee Provincial Hospital, 121 McKenzie Street, Dundee, 3000.
- FOR ATTENTION NOTE** : Human Resource Manager  
 : Applications should be submitted on form Z83 obtainable from any Public Service Department and should be accompanied by a CV (previous experience must be comprehensively detailed) and certified copies of qualification certificates, service certificates, including ID and driver's licence. Certification must be within 3 months.

No faxed or e-mailed applications will be considered. Applications received after the closing date and those that do not comply with the requirements will not be considered. It is the applicant's responsibility to have foreign qualifications and national certificates (where applicable) evaluated by the South African Qualification Authority (SAQA). The department reserves the right not to fill the post. The successful candidate will be subjected to personnel suitability checks and other vetting procedures. Applicants are respectfully informed that correspondence will be limited to short-listed candidates only. If notification of an interview is not received within three (3) months after the closing date, candidates may regard their application as unsuccessful. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications. NB: Employment equity target is an African Male.

- CLOSING DATE** : 26 October 2018, 16:00 afternoon
- POST 41/160** : **RADIOGRAPHER DIAGNOSTIC CT SCAN REF NO: RADDIAGCTSCAN/1/2018 (X6 POSTS)**  
Department: Diagnostic Imaging
- SALARY** : Grade 1: R300 828 per annum, Plus 13th Cheque, Medical Aid - Optional & Housing Allowance: Employee must meet prescribed requirements.  
Grade 2: R352 707 per annum Plus 13th Cheque, Medical Aid optional and Housing Allowance- Employee must meet prescribed requirements.  
Grade 3: R415 482 per annum Plus 13th Cheque, Medical Aid optional and Housing Allowance- Employee must meet prescribed requirement.
- CENTRE REQUIREMENTS** : lalch  
An appropriate three year National Diploma/Degree in Diagnostic Radiography. Current registration with the Health Professions Council of South Africa as a Diagnostic Radiographer (Independent practice). Confirmation of current 2 years' experience in CT scanning by the supervisor. **Grade 1:** No experience after registration with the Health Professions Council of South Africa (HPCSA) as a Diagnostic Radiographer in respect of RSA qualified employees who performed Community Service as required in South Africa. One year relevant experience after registration with the Health Professional Council of South Africa as a Diagnostic Radiographer in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. **Grade 2:** Minimum 10 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer in respect of RSA qualified employees who performed Community Service as required in South Africa. Minimum 11 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. **Grade 3:** Minimum 20 year relevant experience after registration with the HPCSA as a Radiographer – Diagnostic Imaging in respect of RSA qualified employees who performed Community Service as required in South Africa. Minimum 21 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. Knowledge, Skills Training and Competencies Required: Working knowledge and experience of radiography principals, systems and procedures performed within radiology. Sound knowledge of radiation safety regulations. Sound knowledge of diagnostic radiography equipment and protocols. Knowledge of relevant public service policies, acts and regulations. Knowledge of HR related policies and procedures. Knowledge of relevant Health and Safety regulations. Knowledge of quality assurance policies. Good communication and personal skills. Sound interpersonal skills.
- DUTIES** : Perform clinical radiographic duties in a completely digital radiology department that offers a 24 hour radiology service whilst adhering to the departmental policies & procedures. Perform imaging examinations which include CT scanning whilst adhering to radiography protocols, practices, and techniques. Participate in the radiation protection and quality assurance program in a completely digital radiology department while adhering to the safety protocols and quality standards in compliance with the Department of Health policies and procedures. Perform overtime duties as required.

- ENQUIRIES** : Mrs B V Mfeka Tel No: 031 240 1950
- APPLICATIONS** : All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or posted to Private Bag X03 Mayville 4058.
- NOTE** : An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website [www.kznhealth.gov.za](http://www.kznhealth.gov.za). Certified copies of ID documents, Std 10, 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 of 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 form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. Please note that the selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. 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 payment of S&T claims.
- CLOSING DATE** : 26 October 2018
- POST 41/161** : **RADIOGRAPHER DIAGNOSTIC REF NO: RADDIAG/2/2018 (X7 POSTS)**  
Department: Diagnostic Imaging
- SALARY** : Grade 1: R300 828 per annum, Plus 13th Cheque, Medical Aid - Optional & Housing Allowance: Employee must meet prescribed requirements.  
Grade 2: R352 707 per annum Plus 13th Cheque, Medical Aid optional and Housing Allowance- Employee must meet prescribed requirement.  
Grade 3: R415 482 per annum Plus 13th Cheque, Medical Aid optional and Housing Allowance- Employee must meet prescribed requirement.
- CENTRE** : Ialch
- REQUIREMENTS** : An appropriate three year National Diploma/Degree in Diagnostic Radiography. Current registration with the Health Professions Council of South Africa as a Diagnostic Radiographer (Independent practice). **Grade 1:** No experience after registration with the Health Professions Council of South Africa (HPCSA) as a Diagnostic Radiographer in respect of RSA qualified employees who performed Community Service as required in South Africa. One year relevant experience after registration with the Health Professional Council of South Africa as a Diagnostic Radiographer in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. **Grade 2:** Minimum 10 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer in respect of RSA qualified employees who performed Community Service as required in South Africa. Minimum 11 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. **Grade 3:** Minimum 20 year relevant experience after registration with the HPCSA as a Radiographer – Diagnostic Imaging in respect of RSA qualified employees who performed Community Service as required in South Africa. Minimum 21 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. Knowledge, Skills Training and Competencies Required: Working knowledge of radiography principals, systems and procedures Sound knowledge of radiation safety regulations. Sound knowledge of diagnostic radiography equipment and protocols. Knowledge of relevant public service policies, acts and regulations. Knowledge of HR related policies and procedures. Knowledge of relevant Health and Safety regulations. Good communication and sound interpersonal skills.
- DUTIES** : Perform clinical radiographic duties in a completely digital radiology department that offers a 24 hour radiology service whilst adhering to the departmental policies & procedures. Perform imaging examinations whilst adhering to radiography

protocols, practices, and techniques. Participate in the radiation protection and quality assurance program while adhering to the safety protocols and quality standards in compliance with the Department of Health policies and procedures. Required to produce good quality images in all diagnostic modalities which include CT scanning. Perform overtime duties as required.

- ENQUIRIES** : Mrs B V Mfeka Tel No: 031 240 1950
- APPLICATIONS** : All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or posted to Private Bag X03 Mayville 4058.
- CLOSING DATE** : 26 October 2018
- POST 41/162** : **PROFESSIONAL NURSE REF NO: PROFF 01/2018 (X1 POST)**
- SALARY** : R241 908 per annum plus benefits: 12% Inhospitable Allowance, 13th Cheque, Medical Aid (Optional) and housing allowance (employee must meet prescribed requirements)
- CENTRE** : Dundee Primary Health Care (Elandskraal Clinic)
- REQUIREMENTS** : Grade 12 (senior certificate). Degree/ Diploma in General Nursing and Midwifery Proof of current registration with SANC as a Professional Nurse (2018). Department. Understanding of nursing legislation and related legal ethical nursing practices. Good communication skills. Knowledge on nursing care processes and procedures, nursing statutes and other relevant legal framework. Interpersonal skills including public relations, negotiating, conflict handling and counselling skills. Good Organisational skills. Recommendation: Valid Driver's License code 8 or 10.
- DUTIES** : Performance of nursing legislation and related legal ethical nursing practices. Utilize equipment proficiently and promote its use and safe keeping. Demonstrate basic understanding of nursing legislation and related legal and ethical nursing practices. Ensure accurate management of data and maintenance of patients records. Provision of community based oriented primary care services at house hold and community level. Follow-up on immunisation to identify missed opportunities and catch-ups. Support Operation Sukuma Sakhe Activities. Conduct interventions at household level. Screening of TB/HIV and other non-communicable diseases.
- ENQUIRIES** : Mrs. ID Khumalo Tel No: 034 212 1112 Ext 352
- APPLICATIONS** : The Human Resource Manager, National Department of Health, Private Bag X 2011, Dundee, 3000. Hand delivered applications may be submitted to Dundee Provincial Hospital, 121 McKenzie Street, Dundee, 3000.
- FOR ATTENTION** : Human Resource Manager
- NOTE** : Applications should be submitted on form Z83 obtainable from any Public Service Department and should be accompanied by a CV (previous experience must be comprehensively detailed) and certified copies of qualification certificates, service certificates, including ID and driver's licence. Certification must be within 3 months. No faxed or e-mailed applications will be considered. Applications received after the closing date and those that do not comply with the requirements will not be considered. It is the applicant's responsibility to have foreign qualifications and national certificates (where applicable) evaluated by the South African Qualification Authority (SAQA). The department reserves the right not to fill the post. The successful candidate will be subjected to personnel suitability checks and other vetting procedures. Applicants are respectfully informed that correspondence will be limited to short-listed candidates only. If notification of an interview is not received within three (3) months after the closing date, candidates may regard their application as unsuccessful. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications. NB: Employment equity target is an African Male.
- CLOSING DATE** : 26 October 2018, 16:00 afternoon

#### **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,

**CLOSING DATE**

: Pietermaritzburg, 3200. Applications may alternatively be hand-delivered to the Office of the Department of Transport, 172 Burger Street, Pietermaritzburg.  
: 26 October 2018 (at 16h00). Applications received after the closing date & time will not be considered.

**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), certified copies of identity document as well as valid driver's licence (where a driver's licence is a requirement). Applicants must provide proof of supervisory or management experience (where it is a requirement) and certified copies of acting appointment letters for occupying acting positions. Curriculum Vitae (CV) dates of starting and leaving employment must be given as DD/MM/YY. 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 due to the volume of applications and should you not receive 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 this post(s).

**OTHER POST**

**POST 41/163**

: **CHIEF PROVINCIAL INSPECTOR (X2 POSTS)**  
(This is a re-advertisement. Applicants who applied previously and who still wish to be considered are at liberty to re-apply.)

**SALARY CENTRE**

: R444 693 per annum  
: RTI Empangeni Ref No: P 30/2018 (X1 Post)  
: RTI Nquthu Ref No: P 31/2018) (X1 Post)

**REQUIREMENTS**

: A relevant tertiary qualification (3-year Diploma/Degree in a Management or law field – NQF 6); plus a Basic Traffic Officer's Diploma; plus 3-5 years' supervisory experience in a Traffic Law Enforcement field; plus 7-10 years' working experience in Traffic Law Enforcement field; plus All valid relevant driving licences (A and EC); plus Valid Peace Officer's Certificate; plus No criminal record. Knowledge, Skills, Training and Competencies Required: Extensive knowledge of Traffic Management policies and regulations. Knowledge of relevant legislations and



traffic management regulations. Knowledge of vehicle inspections / impoundment. Knowledge of driving skills. Records and resource management skills. Customer relationship management skills. Planning, organizing, leadership, controlling and monitoring skills. People Management skills. Service delivery, communication and decision-making skills. Results and quality management skills. Problem solving skills. Innovation/continuous improvement skills. Analytical skills. Computer literacy. Negotiation and initiative skills. Project management, mentoring and coaching skills.

**DUTIES**

: Manage the implementation of operational law enforcement plan: Complete and update environmental analysis to ensure that it is used as a base line for planning. Develop operational plan for station / centre based on provincial annual performance plan and ensure successful implementation. Plan and monitor the execution of projects relating to the implementation of the strategy/plan. Monthly monitoring of the annual performance plan targets. Communicate regularly with station / centre management and facilitate the development of and participation in a centre strategic / operational plan. Participate in integrated partnerships with local authorities. Ensure effective and efficient leadership: Co-ordinate stakeholder relations with other state departments and Law Enforcement Agencies (LEAs). Management of service delivery improvement: Manage administration systems. Implement administrative processes to ensure registers are inspected weekly. Ensure that statistics kept are correct, current and forwarded by due dates and monitored and made available at centres. Manage and ensure effective external community communication and liaise with local Community Police Forums. Ensure that Testing Centre Stations (TCS) are operating optimally. Ensure that prescribed Acts, Policies and Procedures of the Department are implemented and adhered to. Ensure that all the relevant records and registers thereof are filed properly and kept up to date at all times. Management of Human Resources: Manage grievances according to prescribed procedures. Facilitate at least one team building activity per quarter for the centre. Ensure that leave is utilized and managed according to the relevant policies and instructions. Develop and implement in-service training program and monitor formal training needs of the unit. Manage performance of staff. Financial Management: Monitor monthly expenditure and inspection reports from the Province and implement corrective action in problem areas. Regular budget control and management discussions as part of management meetings. Document overtime planning based on priorities. Participate in budget planning as required by the Province. Respond to requests from head office regarding outstanding financial queries within provided time limit. Ensure effective and efficient Asset Management: Monitor vehicle costs for station / centre vehicles (as per worksheet) and identify and monitor members involved in accidents and ensure that motor vehicle fleet is managed properly and that vehicles are in good running order. Ensure effective loss control measures are in place to address loss of firearms and other related equipment i.e. the relevant equipment that gets lost and put measures in place to deal with it. Manage assets as per inventories of station / centre.

**ENQUIRIES  
FOR ATTENTION  
NOTE**

: Mr VK Chetty Tel No: 033-355 8880/8071  
 : Ms MT Lushaba  
 : It is the intention of this Department to consider equity targets when filling these positions. Short-listed candidates may be required to undergo a competency-based test. The Successful candidates will be required to enter into a Performance Agreement.