

**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

<u>POST 46/332</u>	:	<u>MEDICAL SPECIALIST: RADIOLOGY: REF NO: SPC/RAD/2018 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R1 051 368 per annum all-inclusive remuneration package Plus commuted overtime. Grade 2: R 1 202 112 per annum all –inclusive remuneration package Plus commuted overtime
<u>CENTRE REQUIREMENTS</u>	:	Addington Hospital: KwaZulu-Natal MBChB Degree, Registration certificate with the Health Professions Council as a Specialist-Radiology, Annual fees registration renewal with HPCSA 2018/2019, Grade 1: No experience. Grade 2: five (5) years appropriate experience as a Medical Specialist after registration with HPCSA as a Medical Specialist in Radiology. Certificates of service proving five (5) years' experience as a Specialist in Radiology. Recommendation: Mammography and related breast interventional processes would be a recommendation. Knowledge, Skills Training and Competencies Required: Sound knowledge and experience of Radiology procedures and protocols. Good verbal and written communication skills and interpersonal skills. Sound teaching and supervisory abilities. Ability to function independently and perform procedures in a challenging Mammography environment. A concern of excellence. Quality awareness. The ability to function in a multi-disciplinary team
<u>DUTIES</u>	:	Assist the Head of Department to ensure an optimal Radiological and Mammographic service is provided. Assist the Head of Department in the development of management protocols / policies for the department. Organize, prepare and chair interdepartmental clinical radiology meetings. Provide outpatient, inpatient clinical services and referral services with experience in providing Mammographic services and related interventional procedures. Assist with quality improvement imperatives including clinical audits (morbidity and mortality reporting and reviews, clinical documentation audits etc.) and continuous professional development activities. Participate in the training of registrars and promote ongoing staff development in accordance with individual and departmental needs. Maintain satisfactory clinical, professional and ethical standards in the department. Performance of overtime duties is compulsory.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr A Aron Tel No: 031 327 2570 All applications should be forwarded to: Attention: The Human Resource Department, Addington Hospital, P O Box 977, Durban, 4000 OR dropped off in Room 23, Human Resource Department, 1st Floor, Addington Hospital.
<u>NOTE</u>	:	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 a detailed Curriculum Vitae, certified copies of certificates, Identity Document (not copies of previously 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 applicants. Faxed and e-mailed applications will NOT be accepted. 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. Please note that due to the large financial constraints no S &T and settlement claims will be considered for payment to candidates that are invited for the interview.
<u>CLOSING DATE</u>	:	30 November 2018

- POST 46/333** : **MEDICAL SPECIALIST: GRADE 1: REF NO: HRM 53/2018 (X1 POST)**
Directorate: Dept. of Internal Medicine
- SALARY** : GR 1: R1 051 368 – R1 115 874 per annum (All inclusive salary package) plus commuted overtime
- CENTRE** : King Edward VIII Hospital (KEH)
- REQUIREMENTS** : MBCHB degree or equivalent PLUS registration with the HPCSA as a Medical Specialist PLUS current registration certificate as a Medical Specialist with HPCSA (2018/2019). **GR 1:** None to less than 5 years actual experience after registration with the HPCSA as a Medical Specialist. Knowledge, Skills, Training and Competencies Required: Sound management of General Internal medicine. Excellent decision-making, problem solving, leadership and mentorship skills. Sound knowledge medical ethics. Good communication skills and computer literacy. Orientation towards service delivery. Ability to develop and maintain quality improvement programs and policy documents. Participation in clinical audits, peer review meeting and mortality and morbidity meetings. Leadership in the departmental academic programme. Ability to work as part of a multi-disciplinary team.
- DUTIES** : The incumbent will report to the Head of Department of General Internal medicine and will be responsible to fulfill the following requirements according to the policies of the Department. i.e. Service, Teaching, Administration and Research. To efficiently execute duties which support the aims and objectives of the Department of Medicine in providing specialist care for in-patients in the Department of Medicine. To supervise the training of Registrars, Interns, Medical Officers and undergraduate medical students in Internal medicine. To participate in and contribute to the research and outreach activities of Department of Medicine. To service Hemodialysis and PD at King Dinuzulu Hospital. To present at Monday morning meetings at IALCH division of Medicine.
- ENQUIRIES** : Dr. S.A. Moodley Tel No: 031 360 3854
- APPLICATIONS** : All applications must be addressed to the Human Resources Manager, and should be placed in the red application box situated next to the ATM in the Admin building or posted to Private Bag X02, Congella, 4013.
- 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. Certified copies of Highest Educational Qualifications and Professional Registration certificates (not copies of certified copies). Updated Curriculum Vitae with certificates of service. Certified copy of Identity Document. Current paid up receipt with the registration body. The Reference Number must be indicated in the column provided on the form Z83, e.g. HRM 52/2018. Failure to comply with the above instructions will disqualify applicants. Please note that due to the large number of applications we envisage to receive, applications will not be acknowledged. However, all applicants will be advised of the outcome of their applications in due course. 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, citizenship) verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company intellectual Property Commission (CIPC). (This Hospital is an equal opportunity; affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Please note that due to financial constrains no S&T claims will be considered for payments to candidates that are invited for the interview. (Persons with disabilities are encouraged to apply)
- CLOSING DATE** : 30 November 2018
- POST 46/334** : **MEDICAL SPECIALIST – (GRADE 1, 2, 3) OBSTETRICS AND GYNAECOLOGY**
REF NO: GS 65/18
Component- Obstetrics and Gynaecology
- 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 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.

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. Incumbents will have to sign the commuted overtime contract form.

Grade 3: R1 395 105 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
REQUIREMENTS**

: Greys Hospital, Pietermaritzburg
: A qualification in Health Science: Plus Registration with the Health Professions Council of South Africa as a Specialist Obstetrician and Gynaecologist. **Grade 1:** Experience: Not applicable; Registration with the HPCSA as a Medical Specialist in Obstetrics and Gynaecology. **Grade 2:** Experience: 5 Years appropriate experience as Medical Specialist after registration with HPCSA as a Medical Specialist in Obstetrics and Gynaecology. **Grade 3:** Experience: 10 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in Obstetrics and Gynaecology. Knowledge, Skills, Training and Competency Required: Sound clinical knowledge and experience in Obstetrics and Gynaecology. Specialist Obstetrics and Gynaecology surgical skills. Colposcopy skills. Possess adequate skills to be able to carry out intermediate level minimally invasive surgery in Gynaecology. Possess knowledge and skills in managing patients with pelvic floor problems. Knowledge of Human Resource Management, Information Management and Quality Assurance Programmes. Knowledge of current Health and Public Service Legislation, Regulations and Policies. Knowledge of medical ethics, Knowledge of budget control, epidemiology and statistics.

DUTIES

: Participate in the delivery of 24-hour in and out- patient Obstetrics and Gynaecology service within the Pietermaritzburg Metropolitan Hospitals Complex. Participate in the delivery, supervision and support of Obstetrics and Gynaecology services within all hospitals in the Pietermaritzburg tertiary drainage area. Participate in the development and ongoing provision of under-and post graduate teaching of Obstetrics and Gynaecology in Pietermaritzburg. Assist Head of Department by providing administrative assistance and in the development of clinical protocols, and its implementation. Assist with staff development, evaluation and progress reporting. Assist with the maintenance of standards of care and implementation of quality improvement programmes within the department. Conduct self-directed study to acquire knowledge and skills.

**ENQUIRIES
APPLICATIONS**

: Dr T.D Naidoo Tel No: 033 8973292
: Applications to be forwarded to: The Human Resources Department, Greys Hospital Private Bag x 9001, Pietermaritzburg, 3200

**FOR ATTENTION
NOTE**

: Mrs. M. Chandulal
: Directions to Candidates: The following documents must be submitted: Application for employment form (Z83) which is obtainable at any Government Department OR website b) Certified copies of highest educational qualifications and professional registration certificate- not copies of certified copies. Curriculum Vitae and certified ID copy NB: 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 65/18. 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 the State security Agency (SSA) to the following checks (security clearance, credit records, qualifications, citizenship and previous employment verifications and verification from the Company Intellectual Property (CIPC).

CLOSING DATE

: 30 November 2018

POST 46/335 : **MEDICAL OFFICER GRADE 1, 2&3: REF NO: HRM52/2018 (X2 POSTS)**
 Directorate: Department of Paediatrics

SALARY : Grade 1: R780 612 – R840 942 per annum
 Grade 2: R892 551 – R975 945 per annum
 Grade 3: R1 035 831 – R1 295 025 per annum
 Other Benefits: committed overtime on application.

CENTRE : King Edward VIII Hospital (KEH)

REQUIREMENTS : Degree (MBCHB). Registration certificate with HPCSA as an Independent Medical Practitioner. Current registration with HPCSA as an Independent Medical Practitioner. Completion of internship and community service. Certificate of service endorsed by HR as a proof of experience. **Grade 1:** Experience: None to less than 5 years actual experience as Medical Officer after registration with the HPCSA as an Independent practitioner. **Grade 2:** Experience: Minimum of 05 to less than 10 years actual experience as Medical Officer after registration with the HPCSA as an independent practitioner. **Grade 3:** Experience: Minimum of 10 years actual experience as Medical Officer after registration with the HPCSA as an independent practitioner. Knowledge, Skills, Training and Competencies Required: Sound working knowledge of the Paediatrics to allow for accurate diagnosis and appropriate management of clinical problems with specific emphasis in the relevant functional field. Good communication and interpersonal skills. Knowledge of current Health Legislation and Policies at Public institutions. Ability to deal with all Paediatric cases.

DUTIES : appropriate diagnosis of patients, including the appropriate investigation tools. Appropriate selection of treatment modalities. Appropriate management and follow-up of patient. Provide afterhours care for paediatrics and neonates. Any other duties as assigned by Head of Department. Participate in the quality improvement programme in the department. The successful applicant will be required to perform after hour duties. To assist in compiling, collection and presentation of patient statistics. Render a cost effective medical care, incorporating clinical management and follow up. Maintain efficient records. To ensure that Batho Pele Principles are upheld. Give medical input into team management. Assist with supervision and support of interns and students in the department. Participate in the department academic programme. Involvement in outreach programs.

ENQUIRIES : Dr. KL Naidoo Tel No: (031) 260 4350

APPLICATIONS : hand delivered applications should be posted in to the red box marked "applications" next to the ATM in the administration building OR posted to Human Resource Manager, King Edward VIII Hospital, Private Bag X02, Congella, 4013

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. Certified copies of Highest Educational Qualifications and Professional Registration certificates (not copies of certified copies). Updated Curriculum Vitae with certificates of service. Certified copy of Identity Document. Current paid up receipt with the registration body. The Reference Number must be indicated in the column provided on the form Z83, e.g. HRM 52/2018. Failure to comply with the above instructions will disqualify applicants. Please note that due to the large number of applications we envisage to receive, applications will not be acknowledged. However, all applicants will be advised of the outcome of their applications in due course. 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, citizenship) verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company intellectual Property Commission (CIPC). (This Hospital is an equal opportunity; affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Please note that due to financial constrains no S&T claims will be considered for payments to candidates that are invited for the interview. African male and people with disability are encouraged to apply.

CLOSING DATE : 30 November 2018

POST 46/336 : **MEDICAL OFFICER OPHTHALMOLOGY GRADE 1/2/3 REF NO: NDH 50/2018**
Cluster: Ophthalmology Unit

SALARY : R780 612 - R1 035 831 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 and its group is subject to the needs of the Department, in which case the incumbent will have to sign a Commuted Overtime Contract form.

CENTRE : Northdale Hospital

REQUIREMENTS : Matric certificate or equivalent, MBCHB Degree or equivalent Plus, Current registration with the Health Professions Council of South Africa as a Medical Practitioner, Registration certificate with Health Professions Council of South Africa as a Medical Practitioner, Appropriate clinical experience depending on the grade for which you are applying (see below). Recommendations: A post graduate qualification in an appropriate field would be an advantage. Must have at least 6 months of prior experience working in an active eye clinic, Must be able to do basic ophthalmic operations. **Grade 1:** Experience: Appropriate qualification in the relevant discipline that allows registration as a Medical Officer with HPCSA. Foreign candidates require 1 year relevant experience after registration with a recognized foreign health professional council, of whom it is not required to perform Community Service. **Grade 2:** Experience: Appropriate qualification in the relevant discipline that allows registration as a Medical Officer with HPCSA plus 5 years after registration with the HPCSA as a Medical Officer. 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. **Grade 3:** Experience: Appropriate qualification in the relevant discipline that allows registration as a Medical Officer with HPCSA plus 10 years after registration with the HPCSA as A Medical Officer. Foreign candidates require 11 years relevant experience after registration with a recognized foreign health professional council, of whom it is not required to perform Community Service. Knowledge, Skills, Training And Competencies Required: Sound clinical knowledge and skills in Ophthalmology, Ability to diagnose and manage common ophthalmic problems and emergencies including acute and chronic conditions, Ability to independently do basic ophthalmic operations including lid repairs, globe repairs, conjunctival mass excisions and basic cataract surgery, Ability to teach and supervise staff at all levels – Including optometrists and ophthalmic nurses, Good communication skills, leadership and decision making qualities, Must be able to work in a challenging and highly stressful environment, Provide team work and ability to manage conflict resolution, Good sound assessment, diagnostic and management skills, Sound knowledge of relevant ethical and medico-legal issues. All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview. Learning Opportunities: Academic ward rounds at regional hospitals almost every Friday. Up to one and a half days of surgery time depending on surgical level.

DUTIES : Manage patients presenting to district level Ophthalmology Department. Participation in the after-hour ophthalmology overtime duties in all state hospitals in the Pietermaritzburg metropol is compulsory. This will include traveling to, from and between Northdale, Edendale and Greys Hospitals. Calls include ward rounds, diagnostic, treatment, surgical and administrative tasks of an average of 16 hours per week, Maintain accurate medical records in accordance with legal and ethical standards, Rotation through the three hospitals in the Pietermaritzburg metropol eye clinics depending on need and at the determination of the Head of Ophthalmology in PMB.

ENQUIRIES : Dr Mag Molla Tel No: 033 387 9014

APPLICATIONS : All applications should be forwarded to: Human Resources Department Northdale Hospital, Private Bag X 9006, Pietermaritzburg, 3200

FOR ATTENTION : Dr Mag Molla

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 a detailed Curriculum Vitae, certified copies of certificates, Identity Document and Driver's Licence (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. NB: Failure to comply with the above instructions will disqualify

applicants. 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, 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. Applicants 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** : 30 November 2018
- POST 46/337** : **MEDICAL OFFICER – IALCH REF NO: NEUROLOGY MO/3/2018 (X2 POSTS)**
- SALARY** : Grade 1: R780 612 per annum (All-inclusive Salary Package) excluding Commuted Overtime
Grade 2: R892 551 per annum (All-inclusive Salary Package) excluding commuted overtime.
Grade 3: R1 035 831 per annum (All-inclusive Salary Package) excluding commuted overtime.
- CENTRE REQUIREMENTS** : Station: Department of Neurology
Valid current registration with the HPCSA as a Medical Practitioner. Completion of Community Service Commitment appointment. Experience of at least six months of Internal or Family Medicine at the level of Medical Officer and above will be considered an advantage. Possession of the Part 1 of the FCN degree will be considered as an advantage. The appointment to **Grade 1** requires 1 year relevant experience after registration as a Medical Practitioner with a recognised foreign health professional council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. **Grade 2:** Five years appropriate experience as a Medical Officer after Registration with HPCSA as a Medical Practitioner. The appointment to Grade 2 requires a minimum of six years (6) relevant experience after registration as a Medical Practitioner with a recognised foreign health professional council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. **Grade 3:** Ten years appropriate experience as a Medical Officer after Registration with HPCSA as a Medical Practitioner. The appointment to Grade 3 requires a minimum of 11 years (11) relevant experience after registration as a Medical Practitioner with a recognised foreign health professional council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Candidates must be South African citizens or be in possession of documentary proof of permanent residence. Skills, Knowledge, Training and Competency Required: Sound communication, negotiating, planning, organizing and interpersonal skills.
- DUTIES** : Provides a holistic inpatient and outpatient care, inclusive of preventive measures, treatment and rehabilitation. Sedates and monitors patients undergoing frightening or uncomfortable investigations and arranging for further investigations of patients. Attend an ongoing medical management of patients with acute and chronic neurology conditions. Participate in after-hours calls system. Postgraduate education, personal development and participation in all academic meetings. Rotation within the Durban and Pietermaritzburg units as determined by the head of department.
- ENQUIRIES APPLICATIONS** : Prof Al Bhigjee (+27)31-240 2359 / 2363
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. 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** : 30 November 2018
- POST 46/338** : **MEDICAL OFFICER REF NO: MOANAES/3/2018 (X2 POSTS)**
Department: Anaesthetics
- SALARY** : Grade1: R780 612 per annum all-inclusive salary package excluding Commuted overtime.
Grade 2: R892 551 per annum all-inclusive salary package excluding commuted overtime.
Grade 3: R1 035 831 per annum all-inclusive salary package excluding commuted overtime.
- CENTRE REQUIREMENTS** : Ialch
: MBCHB Degree, Current registration with the Health Professions Council of South Africa as a Medical Practitioner. DA (SA) or equivalent. Recommendation: Four (4) years or more experience in Anaesthetics in a hospital approved by the Colleges of Medicine for specialist Anaesthetic training will be considered an advantage. Preference will be given to candidates who have passed the FCA (SA) Primary examinations. **Grade1:** No experience required from South African qualified employees. One year relevant experience after registration as a Medical Practitioner with a recognised foreign health professional council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. **Grade 2:** Five (5) years appropriate experience as a Medical Officer after registration with HPCSA as a Medical Practitioner. Six (6) Years relevant experience after registration as Medical Practitioner with the recognised foreign health professional council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. **Grade 3:** Ten (10) years appropriate experience as a Medical Officer after registration with HPCSA as a Medical Practitioner. Eleven (11) Years relevant experience after registration as Medical Practitioner with the recognised foreign health professional council 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: Sound communication, negotiation, planning, organising, leadership, decision-making and interpersonal skills. Knowledge and skills in Clinical Anaesthesia, Emergency Medical / Surgical Care. Demonstrate ability to supervise and teach junior staff. Demonstrate the ability to work as part of a multidisciplinary team.
- DUTIES** : Assist with the provision of anaesthetic services as determined by the Head of Anaesthesia at IALCH. Provide peri-operative anaesthetic care of patients including the provision of patient preoperative assessments, anaesthesia, epidural analgesia and ICU care. Assist with evaluation and management of acute and chronic pain service patients at IALCH Assist in co-ordination and implementation of training programmes pertaining to the specialty of Anaesthesia and allied disciplines. Ensure that the scientific principles of Anaesthesia are maintained. Ensure sound labour relations in compliance with relevant legislation while maintaining the interests of the patient. To participate in clinical audit programmes as and when requested.

ENQUIRIES : Dr S Bechan 031-240 1762/2450

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. 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 : 30 November 2018

POST 46/339 : **DEPUTY DIRECTOR: HRM SERVICES REF NO: UMG01/45/18**
Re-Advertisement

SALARY : R697 011 per annum (Level 11)

CENTRE : Umgungundlovu District Office

REQUIREMENTS : A Bachelor's Degree/National Diploma in HR Management/Human Sciences. A minimum of 3 years managerial experience in Human Resource environment. Proof of computer Literacy & Qualifications in Microsoft Applications such as Word, Excel, Power point and Outlook, PERSAL Certificates. Proof of Valid Drivers license. Attach applicable proof of current or previous employment experience endorsed by hr department or releavant employer. Knowledge, Skills, Training and Competencies Required: Project management and strategic planning. An understanding of the "push" factors affecting human resources supply and demand with the health sector. Ability to prioritize issues and other work related matters so as to comply with time frames. Broad knowledge of Human Resource management prescripts and legislative framework. Excellent management, facilitation, communication and interpretation skills. Ability to capture and communicate the essence of recommendation in concise and clear corporate language. Ability to prioritize issues and other work related matters in order to comply with tight deadlines. A clear understanding of challenges facing the Public Sector.

DUTIES : Ensure and facilitate the development of integrated strategic HR Plans for the District and monitor and evaluate the performance of institutions to accomplish the identified human resource management indicators, provide early warning and develop innovative solutions to overcome indentified problem areas. Oversee and manage processes for the alignment of organizational and post establishment structures within the District in line with emerging service delivery demands as well as the imperatives set by the Annual Performance Plan of the District, the Service Transformation Plan of the Department, Budget allocations as well as standards and workload statistics. Oversee the effective implementation of Human Resources management policy Imperatives in institutions and ensure consistency in the application thereof. Ensure as well coordinated and integrated approach to develop sound Labour Relations and within the District, promote staff wellbeing, safety, performance management and development system (EPMDS). Manage the utilization of resources allocated to the Section inclusive of the development of staff.

ENQUIRIES : Mrs NM Zuma-Mkhonza Tel No: 033 897 1000

- APPLICATIONS** : All applications should be forwarded to: The District Director Umgungundlovu Health District, Private Bag X 9124, Pietermaritzburg, 3200 OR Hand Deliver to: 171 Hoosen Hafejee Street (Burg Street), Pietermaritzburg.
- FOR ATTENTION NOTE** : Human Resource Practices
: 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 a detailed Curriculum Vitae, certified copies of certificates, Identity Document and Driver's Licence (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. NB: Failure to comply with the above instructions will disqualify applicants. 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, 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. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications. Preference will be given to African males.
- CLOSING DATE** : 30 November 2018
- POST 46/340** : **ASSISTANT MANAGER: NURSING (PNA-7) REF NO: AMNUR /1/ 2018 (X1 POST)**
- SALARY** : R532 449 per annum Plus 13th cheque, Medical Aid: optional, Housing Allowance: Employee to meet prescribe requirements.
- CENTRE** : Inkosi Albert Luthuli Central Hospital
- REQUIREMENTS** : Grade 12 or equivalent. Degree/ Diploma in General Nursing and Midwifery. Proof of registration with South African Nursing Council. A minimum of eight 8 years appropriate/recognisable experience in Nursing after registration as Professional Nurse with the SANC in General Nursing. At least 3 three years of the period must be appropriate/recognisable experience at management level. Diploma/Degree in Nursing Administration will be an advantage. Knowledge, Skills, Training and Competencies Required: Leadership, management, planning, organizing and co-ordination skills. Clinical competencies and policy formulation skills. Knowledge of Nursing care delivery approaches. Knowledge of relevant legislative framework governing the public service as well as Nursing Acts and Regulations. Good verbal and written communication skills. Conflict management, Mentorship and Supervisory skills. Basic financial management skills and computer literacy and information management.
- DUTIES** : Provide support to the nurse manager's office. Facilitate and monitor the implementation of orientation and induction program for the nursing division. Control and monitor activities in the nursing control and allocation office. Participates in recruitment processes of nurses. Facilitate and monitor the implementation of in-service training and continuous professional development. Liaise with colleges and universities with regards to student placements. Co-ordinates the allocation and efficient utilization of nurses and management of leaves. Ensures that nursing standards, ethics and practice is observed as stipulated by South African Nursing Council. Participates in Institutional Human Resource development, Statistics, Resuscitation and Clinical Governance committees. Facilitates and ensures that internal and external disaster management policies and procedures are adhered to. Facilitates and participates in formulation and review of nursing policies and protocols.
- ENQUIRIES APPLICATIONS** : Ms NO Mkhize Tel No: 031 2401063
: 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. 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 : 30 November 2018

POST 46/341 : **OPERATIONAL MANAGER SPECIALTY – PSYCHIATRY GRADE 1 REF NO: ST 50/2018 (X1 POST)**
Component: 029823

SALARY : R532 449 per annum Plus 8% rural allowance, Benefits: 13th Cheque, home owner's allowance, and Medical aid optional [Employee must meet prescribed policy requirements]

CENTRE REQUIREMENTS : Stanger Hospital
Degree/Diploma in General Nursing plus Post Basic qualification in Psychiatry (Advanced Psychiatry) with duration of at least one year and accredited with SANC. A 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 5 years must be appropriate /recognizable experience after obtaining post basic qualification in Psychiatry (Advance Psychiatric Nursing). Current S.A.N.C receipt (2018). Proof of current/previous work experience endorsed and stamped by HR must be attached. Appropriate/recognizable supervisory experience at a Unit level. (Attach proof from Supervisor). Knowledge, skills training and competencies required: Good communication, leadership, interpersonal skills, conflict management and knowledge of labour relations and disciplinary process/procedures; Human Resource and financial management skills. Sound knowledge of disciplinary processes and grievance procedures. Knowledge of nursing care processes and procedures. Knowledge of Occupational Health and Safety, infection control, medical waste and risk assessment and Mental Health Care Act and team building and supervisory skills. Good communication, leadership, interpersonal and conflict management skills.

DUTIES : Manage and lead the unit in rendering efficient and professional nursing care as laid down by the Nursing Act. Engages in clinical assessment of Mental Health Care Users in a specialized psychiatric setting. Work effectively, co-operatively, amicably at supervisory level with person of diverse intellectual cultural racial or differences. Ensures provision of optimal, holistic, specialized care in accordance with laws and regulations relevant to nursing and health care in the Unit. Participates in training and research with a view to increase body of knowledge in a specialized psychiatric setting. Implement standards, practices, criteria and indicators for quality nursing practices. Maintain constructive working relationships with nursing and other stakeholders. Exercise control and account for expenditure by managing and monitor utilization of human, financial and material resources. Manage the disciplinary and grievance matters including monitoring and managing for absenteeism in terms of laid down policies and procedures. Maintain professional growth/ethical standards and development of self and personnel, by analysing their needs, formulating and implementing the training and developmental strategies and monitoring its effectiveness. Participate in performance reviews i.e. EPMDS Participate in health promotion & illness prevention initiatives within the institution.

ENQUIRIES APPLICATIONS : Ms M. Stevens (Assistant Manager Nursing) Tel No: 032- 437 6072
Applications to be forwarded to: Postal Address: Human Resources Department, The Human Resource Manager, Stanger Hospital, Private Bag X 10609, Stanger

**FOR ATTENTION
NOTE**

4450, Physical address: The Human Resource Department, Corner of Patterson & King Shaka Street

Mr. S. Govender (Human Resource Manager)

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. St/17/2018. 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. Due to the severe budget constraints, the department is experiencing, S&T will not be paid to any candidate that is attending the interview process.

CLOSING DATE

30 November 2018

POST 46/342

OPERATIONAL MANAGER REF NO: MURCHIZING 08/2018 (X1 POST)

SALARY

R532 449 per annum. Other Benefits: 13th Cheque, Home owners allowance (employee must meet prescribed Requirements), Medical Aid (Optional) and 12% Rural Allowance.

**CENTRE
REQUIREMENTS**

Murchison Hospital –Izingolweni PHC

Senior Certificate, Degree / Diploma in General nursing plus 1 year post basic qualification in Primary Health Care or 1 year post basic in Community Nursing Science with specialisation in Clinical Nursing Science. Health Assessment, Treatment and Care as per R212 SANC Regulation. Current Registration with SANC as General Nurse and Primary Health Care Nurse. A minimum of 09 years appropriate / recognizable experience in nursing after registration as a Professional Nurse with the SANC in general nursing of which at least 5 years must be appropriate / recognizable experience after obtaining the one year post basic qualification in Primary Health Care or one year post basic qualification in Community Nursing Science with specialization in Clinical Nursing Science, Health Assessment, Treatment and care as per R212 SANC Regulation. Valid Code 8 Drivers License. Current SANC receipt, previous work experience / Certificate of service endorsed by your Human Resource Department (to be attached to application). Knowledge, Skills and Competencies: Knowledge of nursing care and processes and procedures, nursing statutes, and other relevant legal frameworks. Leadership. Organizational, decision making and problem solving abilities within the limit of the public sector and institutional policy framework. Interpersonal skills including public relations, negotiating, conflict handling and counseling skills. Financial and budgetary knowledge pertaining to the relevant resources under management. Insight into procedures and policies pertaining to nursing care. Computer skills in basic programmes

DUTIES

Monitor and evaluate the performance of primary health care services and systems within the designated service area in line with, public health indicators, set norms, standards and targets with a view to report thereon and to initiate corrective action timeously. Analyse health policy and programme imperatives with a view to develop customized implementation strategies to guide the primary health care service providers in the service area towards complying with the stated norms, standards and targets. Identify “transversal” primary health care and systems barriers (including emerging health trends in the service area) with a view to ensure

corrective action at an appropriate level. Ensure and monitor that primary health care services within the designated service area are provided with adequate support by multi-disciplinary teams attached to the CHC / district hospital as well as from shared corporate service providers attached to the mothering institution. Ensure an integrated approach with the implementation of various primary health care programmes to provide a seamless service delivery platform, including the prioritizing of needs within the service area and the allocation of resources accordingly. Ensure the effective and efficient utilization of allocated resources, including the development of staff, budgetary, procurement planning inputs and maintenance of the prescribed information management system(s).

- ENQUIRIES** : Mr TM Mkhize Tel No: 039-6877311 ext 130
- APPLICATIONS** : 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. 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. MURCHIZING 08/2018. 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.
- CLOSING DATE** : 30 November 2018
- POST 46/343** : **CLINICAL PROGRAMME CO-ORDINATOR – GRADE 1 (QUALITY ASSURANCE) REF NO: WWH09/2018**
- SALARY** : R420 318 – R473 067 per annum. Other Benefits: 13th Cheque, Medical Aid (Optional), Housing Allowance (Employee to meet prescribed requirements).
- CENTRE** : Wentworth Hospital
- REQUIREMENTS** : Grade 12 Matric Certificate. An appropriate B Degree /National Diploma or equivalent qualification in Nursing PLUS, Minimum of seven (7) years appropriate/recognizable nursing experience after registration as a Professional Nurse with SANC in General Nursing. Current registration with SANC (2018 Receipt). Attach Proof of previous and/ or Current Employment verified, signed and stamped by HR Department/ Employer. Recommendation: Valid driver's license – Code 8, Proof of Computer literacy – MS Office (Word, Excel, Outlook and Power point). Report writing skills. Financial/ Management skills. Empathy and counseling skills and knowledge. Strong interpersonal, communication and presentation skills. Project management skills. Ability to make independent decisions. An understanding of the challenges facing the public health sector. Ability to transformation objectives into practical plans. Ability to prioritize issues and other work related matters and to comply with the timeframes. Proven initiative, decisiveness and to acquire new knowledge swiftly.
- DUTIES** : Ensure planning, co-ordination, implementation, monitoring and evaluation of the quality assurance programmes within the facility. Co-ordinate all aspects of National Core Standards Programme including assessments and activities to

achieve National Core Standards accreditation. Co-ordinate self and peer review assessments. Ensure that facility develop Quality Improvement Plans, action plans and submit monthly quarterly and annual reports. Conduct facility quality assurance meetings; attend district and provincial quality meetings. Provide training and update clinical and non-clinical staff on quality issues. Ensure that clinical and nursing audits are conducted to evaluate patient care. Participate in Patient Safety Incidents, complaints and various other related Committees to improve quality care. Ensure that facility conduct Client Experience of Care Survey. Co-ordinate Batho Pele and good governance programmes. Co-ordinate activities for service excellence. Support facility to ensure the attainment of quality compassionate patient care. Ensure that SOP's are developed, implemented and reviewed. Ensure that facility develop Quality Improvement Projects. Note: Preference will be given to African Males and People with disability.

- ENQUIRIES** : Dr. S. B. Kader
- APPLICATIONS** : Applications to be forwarded to: The Human Resource Department, Wentworth Hospital, Private Bag, Jacobs, 4026 OR Hand deliver to Wentworth Hospital, 1 Boston Road, Management Boardroom.
- FOR ATTENTION** : Mr. M. S. Mgoza
- NOTE** : Application must be submitted on the Application for Employment Form (Form Z.83), which is obtainable at any Government Department or from the website – www.kznhealth.gov.za must accurately completed and signed. Reference Number must be indicated in the column provided on the form Z.83, Comprehensive Curriculum Vitae, certified copies of identity document, educational qualifications and professional registration certificates - not copies of certified copies. Persons with disabilities should feel free to apply for the post. Applicants in possession of a foreign qualification must attach an evaluation/verification certificate from the South African Qualifications Authority (SAQA) or other regulating bodies to their applications. Non- RSA Citizens/Permanent Resident/ Work Permit holders must submit a documentary proof together with their applications. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representatively in all levels of all occupational categories in the Department. The appointment is subject to positive outcome obtained from the NIA to the following checks: security clearance, credit records, qualification, citizenship and previous experience verifications. Failure to comply with the aforementioned instructions will result to your application being disqualified. 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.
- CLOSING DATE** : 30 November 2018
- POST 46/344** : **OPERATIONAL MANAGER NURSING GENERAL – GRADE 1 REF NO: ST 49 /2018 (X1POST)**
Component: 029821 (Surgical Services)
- SALARY** : Grade 1 R420 318 per annum Plus 8% rural allowance, Benefits: 13th Cheque, home owner's allowance, and Medical aid optional [Employee must meet prescribed policy requirements]
- CENTRE** : Stanger Hospital
- REQUIREMENTS** : Matric/Senior certificate (Grade 12) or equivalent qualification Degree / diploma in General Nursing Science and Midwifery Current registration with South African Nursing Council as Professional Nurse and midwife Current proof of registration with SANC or 2018. Minimum of 7 years appropriate / recognisable experience in nursing after registration as Professional nurse with SANC in General Nursing Proof of previous and current experience (Certificate of Service) and stamped by HR must be attached. Knowledge, skills training and competencies required: Knowledge and insight into nursing processes and procedures Knowledge of public service acts, regulations, prescript and policies. Knowledge and SANC rules and regulations, Knowledge of code of conduct for public service employees Decision making and problems solving skills, Skills in organising, planning and supervising Knowledge of Batho pele principles and patients right charter Knowledge of National Core Standards Ability to supervise, teach and manage staff An understanding of the challenge facing public health sector. Ability to provide monitoring and coaching to his/ her supervisees.

<u>DUTIES</u>	:	Provide effective and professional leadership ensuring that the unit is organized to provide quality patient care. Monitor the implementation of nursing process and develop quality improvement programs. Maintain clinical competence by ensuring that scientific principles of nursing are implemented. Participate in planning, organizing and monitoring of objectives of the unit in line with strategic and operational plan of the institution. Participate in the development, analysis and implementation of policies, guidelines and SOPs. Manage and monitor human and material resources effectively and efficiently. Ensure compliance to professionalism and ethical practices. Maintain constructive working relationships with nursing and other stakeholders. Promote health and wellness programs to increase productivity. Promote cost effective utilization of resources according to relevant legislation. Provide a safe therapeutic environment as laid down by the Nursing Act, Occupational Health and Safety Act and all other applicable prescripts. Formulate training programmes for in-service staff and students and participate in the training and development. Deal with grievances and staff discipline in terms of laid down policies and procedures. Comply with EPMDS. Manage and monitor absenteeism. Work as part of multidisciplinary team. Ensure compliance to National Core Standards, Infection Prevention and Control; formulate quality improvement programmes and projects to improve quality of care. Implement quality data management and monitor data in the unit.
<u>ENQUIRIES</u>	:	Mr S.W Dlamini (Assistant Manager Nursing) Tel No: 032-437 6170
<u>APPLICATIONS</u>	:	Applications to be forwarded to: Postal Address: Human Resources Department, The Human Resource Manager, Stanger Hospital, Private Bag X 10609, Stanger 4450, Physical address: The Human Resource Department, Corner of Patterson & King Shaka Street
<u>FOR ATTENTION</u>	:	Mr. S. Govender (Human Resource Manager)
<u>NOTE</u>	:	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. St/17/2018. 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. Due to the severe budget constraints, the department is experiencing, S&T will not be paid to any candidate that is attending the interview process.
<u>CLOSING DATE</u>	:	30 November 2018
<u>POST 46/345</u>	:	<u>PROFESSIONAL NURSE: SPECIALTY NURSING STREAM REF NO: PN (SPEC NURS) /5/2018 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R362 559 per annum Grade 2: R445 917 per annum Other Benefits: 13th cheque, Housing Allowance: employee to meet prescribed requirements. Medical Aid: optional
<u>CENTRE</u>	:	Inkosi Albert Luthuli Central Hospital
<u>REQUIREMENTS</u>	:	Degree/ Diploma in General Nursing and Midwifery and 1 year post basic qualification in Paediatrics/Child Nursing Science. Current registration with SANC as General Nurse and relevant specialty. A minimum of 4 years appropriate/recognisable post registration experience as a General Nurse. Grade

1: Experience: A minimum of 4 years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing is required. **Grade 2: Experience:** A minimum of 14 years appropriate/recognisable experience in Nursing after registration as Professional Nurse with SANC in General Nursing is required. At least 10 years of the period referred to above must be appropriate/recognisable experience in the specific Specialty after obtaining the 1 year post basic qualification in the relevant specialty. Knowledge, Skills, Training and Competencies Required: Demonstrate a comprehensive understanding of nursing legislation and related legal and ethical nursing practices. Possess communication skills for dealing with patients, supervisors and other members of the multi-disciplinary team including the writing of reports when required. Good human relations displaying a concern for patients, promoting and advocating proper treatment and care including a willingness and awareness to respond to patient's needs, requirements and expectations (Batho Pele). Ability to plan and organise own work and that of support personnel to ensure proper nursing care.

DUTIES : Work as part of a multi-disciplinary team to ensure good nursing care that is cost effective, equitable and efficient. Perform a quality comprehensive clinical nursing practice in accordance with the scope of practice and nursing standards determined by IALCH. Internal rotation of staff within the relevant specialty will be exercised according to patients need. The incumbent will also be expected to do night duty. Act as shift leader in Unit when necessary. Perform duties as delegated by the supervisor of the area.

ENQUIRIES : Mrs NO Mkhize Tel No: (031) 240 1063

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. 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 : 30 November 2018

POST 46/346 : **PROFESSIONAL NURSE SPECIALTY (OPHTHALMOLOGY) REF NO: NDH 51/2018**
Cluster: Nursing Unit

SALARY : R362 559 – R548 436. Benefits: 13th cheque, medical aid and housing allowance (optional and provided the incumbent meets the requirements).

CENTRE : Northdale Hospital

REQUIREMENTS : Senior certificate / grade twelve certificate or equivalent qualification, Diploma or Degree in General Nursing and Midwifery, A Post Basic Nursing qualification with duration of at least one year accredited with SANC in Ophthalmic Nursing Science, Registration certificate with SANC as a General Nurse, Current registration with SANC as a General Nurse, Midwifery and Ophthalmic Nursing Science. **Grade 1:** A Minimum of four (4) years appropriate/recognizable experience in nursing after registration as a professional nurse with the SANC in General Nursing. **Grade 2:** A Minimum of fourteen (14) years appropriate/recognizable experience in nursing after registration as a professional nurse with the SANC in General nursing of which at least ten (10) years of the period referred to above must be

appropriate/recognisable experience after obtaining the 1 year post basic qualification in Advanced Midwifery. All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview. Knowledge, Skills, Training and Competencies Required: Knowledge of Public Service Policies, Acts and regulations. Knowledge of SANC rules and regulations. Good communication, leadership, interpersonal and problem solving skills. Knowledge of Code of Conduct Labour Relations, Conflict management and negotiation skills. Ability to function well within a team. Skills in organizing, planning and supervising. Knowledge of Batho Pele principles and patients' rights charter. An updated knowledge of the priority programmes and the management thereof.

DUTIES : Assist with the implementation of the UN Millenium Development Goals eg. Reducing child mortality and the Saving Mothers Initiative. Demonstrate effective communication with patients, supervisors, other Health Professionals and junior colleagues, including more complex report writing when required. Work as part of a multi-disciplinary team at unit level to ensure good nursing care by the nursing team. Work effectively and amicably, at a supervisory level, with persons of diverse Intellectual, cultural, racial or religious differences. Able to manage own work, time and that of junior colleagues to ensure proper nursing service in the unit. Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele. Demonstrate basic computer literacy as a support tool to enhance service delivery. Oversee and co-ordinate the integration of MCWH. Monitor implementation of EPMDS. Improve maternal and child health by initiating all the relevant programmes. Enhance the Saving Mothers programme. Assist with the reduction of maternal and neonatal mortality and morbidity rates. Work as a team leader and oversee the maternity department in the absence of the Operational Manager or when the need arises.

ENQUIRIES : Mrs J Webster Tel No: 033 387 9010
APPLICATIONS : All applications should be forwarded to: Human Resources Department Northdale Hospital, Private Bag X 9006, Pietermaritzburg, 3200

FOR ATTENTION : Mrs. J. Webster
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 a detailed Curriculum Vitae, certified copies of certificates, Identity Document and Driver's Licence (not copies of previously 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 applicants. 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, 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. Applicants 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 : 30 November 2018

POST 46/347 : **CLINICAL NURSE PRACTITIONER: PRIMARY HEALTH CARE STREAM REF NO: UMG01/48/18**
 Component: Mahlutshini Clinic

SALARY : Grade 1: R340 431 - R394 665 per annum Plus 8% rural allowance
 Grade 2: R418 701 – R514 962 per annum Plus 8% rural allowance

- Benefits: 13th Cheque, home owner's allowance, and Medical aid optional
[Employee must meet prescribed conditions
- CENTRE REQUIREMENTS** : Umgungundlovu District Office
: **Grade 1:** grade 12 (National Senior Certificate), Degree/Diploma in General nursing and Midwifery 1 year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC). Registration with SANC as General Nurse, Midwife and Primary Health Care. A minimum of 4 years appropriate/recognizable experience as a General Nurse. **Grade 2:** Matric grade 12 (National Senior Certificate) Degree/Diploma in Nursing Science and Midwifery Plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) plus; Current registration with SANC as General Nurse with Midwifery plus Clinical Nursing Science, Health Assessment, Treatment and Care (PHC)plus; A minimum of 14 years appropriate/recognizable nursing experience after registration as a General Nurse with SANC of which 10 years must be appropriate/recognizable PHC experience after obtaining a one year basic qualification in Primary Health Care. Proof of current and previous work experience endorsed by the employer must be attached. Knowledge, Skills, Training and Competencies Required: Demonstrate understanding of Nursing legislation and related legal and ethical nursing practices within Primary Health Care environment, demonstrate a basic understanding of HR and financial policies and practice. Good communication skills. Good interpersonal skills, Team building and supervisory skills.
- DUTIES** : Provide quality comprehensive Primary Health care by promoting preventative, curative and rehabilitative services for the clients and community. Administrative service such as providing accurate statistics for evaluation and future planning, identifying needs for financial planning and indirect control of expenditure as an integral part of planning and organization. Motivate staff regarding development in order to increase level of expertise and assist patients and families to develop a sense of self care. Work effectively, co-operatively and amicably with persons of diverse intellectual, cultural, racial or religious differences. Display a concern for patients, promoting and advocating proper treatment and care including willingness to respond to patients' needs and expectations according to Batho Pele Principles. Promote quality of nursing care as directed by standards at Primary Health Care facilities. The incumbent will be expected to work overtime and extended hours.
- ENQUIRIES** : Mrs NA Mbana Tel No: 033 395 4340
APPLICATIONS : All applications should be forwarded to: The District Director Umgungundlovu Health District, Private Bag X 9124, Pietermaritzburg, 3200 or Hand Deliver to: 171 Hoosen Haffejee Street (Burg street)
- FOR ATTENTION** : Human Resource Practices
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 a detailed Curriculum Vitae, certified copies of certificates, Identity Document and Driver's Licence (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. NB: Failure to comply with the above instructions will disqualify applicants. 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, 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. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications. Preference will be given to African males.
- CLOSING DATE** : 30 November 2018

POST 46/348 : **CLINICAL NURSE PRACTITIONER: PRIMARY HEALTH CARE STREAM REF NO: UMG01/49/18**
Component: Richmond Clinic

SALARY : Grade 1: R340 431 - R394 665 per annum PLUS 8% rural allowance
Grade 2: R418 701 – R514 962 per annum Plus 8% rural allowance
Benefits: 13th Cheque, home owner’s allowance, and Medical aid optional
[Employee must meet prescribed conditions]

CENTRE REQUIREMENTS : Umgungundlovu District Office
: **Grade 1** grade 12 (National Senior Certificate), Degree/Diploma in General nursing and Midwifery 1 year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC). Registration with SANC as General Nurse, Midwife and Primary Health Care. A minimum of 4 years appropriate/recognizable experience as a General Nurse **Grade 2** Matric grade 12 (National Senior Certificate) Degree/Diploma in Nursing Science and Midwifery Plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) plus; Current registration with SANC as General Nurse with Midwifery plus Clinical Nursing Science, Health Assessment, Treatment and Care (PHC)plus; A minimum of 14 years appropriate/recognizable nursing experience after registration as a General Nurse with SANC of which 10 years must be appropriate/recognizable PHC experience after obtaining a one year basic qualification in Primary Health Care. Proof of current and previous work experience endorsed by the employer must be attached. Knowledge, Skills, Training and Competencies Required: Demonstrate understanding of Nursing legislation and related legal and ethical nursing practices within Primary Health Care environment, demonstrate a basic understanding of HR and financial policies and practice. Good communication skills. Good interpersonal skills, Team building and supervisory skills.

DUTIES : Provide quality comprehensive Primary Health care by promoting preventative, curative and rehabilitative services for the clients and community. Administrative service such as providing accurate statistics for evaluation and future planning, identifying needs for financial planning and indirect control of expenditure as an integral part of planning and organization. Motivate staff regarding development in order to increase level of expertise and assist patients and families to develop a sense of self care. Work effectively, co-operatively and amicably with persons of diverse intellectual, cultural, racial or religious differences. Display a concern for patients, promoting and advocating proper treatment and care including willingness to respond to patients’ needs and expectations according to Batho Pele Principles. Facilitate implementation of Ideal Clinic concept. Implement NCS within the facility. Conduct facility status determination. Update Ideal website to maintain status achieved. Capture complaints, PSI and waiting times on the website. Implement IPC within the facility. Deputize Operational Manager and take over his/her duties when not on duty.

ENQUIRIES APPLICATIONS : Mrs NA Mbana Tel No: 033 395 4340
: All applications should be forwarded to: The District Director Umgungundlovu Health District, Private Bag X 9124, Pietermaritzburg, 3200 or Hand Deliver to: 171 Hoosen Haffejee Street (Burg street)

FOR ATTENTION NOTE : Human Resource Practices
: 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 a detailed Curriculum Vitae, certified copies of certificates, Identity Document and Driver’s Licence (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. NB: Failure to comply with the above instructions will disqualify applicants. 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, 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. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications. Preference will be given to African males.

- CLOSING DATE** : 30 November 2018
- POST 46/349** : **OCCUPATIONAL THERAPIST REF NO: GJC 14/2018**
- SALARY** : R337 308 per annum. Other Benefits: 13th cheque, Home owners allowance (employee Must meet prescribed requirements), Medical Aid (Optional)
- CENTRE** : GJ Crookes Hospital
- REQUIREMENTS** : Matric/Grade 12 Certificate, Diploma or Bachelor Degree in Occupational Therapy, Proof of current registration with the Health Professions Council of South Africa as a qualified Occupational therapist. Knowledge: Good verbal and written communication skills, Sound knowledge of occupational therapy diagnostic and therapeutic procedures and equipment, Ability to plan and organize resources, HR Management and Financial Systems, Interpersonal and team building skills, Knowledge of relevant health and safety acts and policies, Management and counselling skills, Ability to contribute towards the development of the department's strategic and operational plan.
- DUTIES** : Assessment, planning and implementation of treatment programmes for various conditions, Prescribe and order surgical appliances and assistive devices when necessary, Clinical supervision of junior staff and students, Development of departmental policies, Provide counselling and education to patients, caregivers and staff to prevent disabilities and injuries. Teach and supervise staff and function within a multi-disciplinary team, Maintain up to date clinical records and daily statistics and write reports as and when necessary, Plan and implement quality projects, Ensure the efficient provision of services and daily running of Occupational Therapy department, Oversee the provision of outreach services to PHC Clinics.
- ENQUIRIES** : Dr. M Ragunandan Tel No: 039 9787063
- APPLICATIONS** : Should be posted to: The Acting Human Resource Manager, GJ Crookes Hospital, Private Bag X5501, Scottburgh, 4180
- FOR ATTENTION** : Mr. JL Majola
- NOTE** : Application for Employment Form (form Z83), which is obtainable at any Government Department or from the website – www.kznhealth.gov.za. Certified copies of educational qualifications – not copies of certified copies, curriculum vitae, certified copy of Identity Document, certified copy of driving licence. The reference number must be indicated in the column provided on the Z83. The appointment is subject to the positive outcome obtained from the NIA to the following checks: (security checks, Credit records, qualification, citizenship and previous experience verifications). Please note that due to the large number of applications received, applications will not be acknowledged, however, please be informed that if no notification of appointment is made within three months of the closing date applicants should accept that their application was unsuccessful.
- CLOSING DATE** : 30 November 2018 at 16h00
- POST 46/350** : **RADIOGRAPHER REF NO: GJC 13/2018 (X2 POSTS)**
- SALARY** : Grade 1: R300 828 per annum. Other Benefits: 13th cheque, Home owners allowance (employee Must meet prescribed requirements), Medical Aid (Optional)
- CENTRE** : GJ Crookes Hospital
- REQUIREMENTS** : Matric/Grade 12 Certificate. Diploma or Bachelor Degree in Radiography. Proof of current registration with the Health Professions Council of South Africa as a Diagnostic Radiographer. Current registration with HPCSA receipt (2018). Proof of current and previous work experience endorsed and stamped by Human Resource. Knowledge: Sound knowledge of diagnostic radiographic procedures and equipment. Sound knowledge of radiation control and safety. Good communication and interpersonal skills. Knowledge of relevant health and safety acts and policies.
- DUTIES** : Provide high quality diagnostic radiography services. Execute all clinical procedures competency to prevent complications. Inspect and utilize equipment professionally to ensure that they comply with the safety standards. Participate in

24 hour roster system which includes standby duties at nights, weekends and public holidays. Promote good health practices and ensure optimal patient care. Promote Batho Pele principles in the execution of duties for effective service delivery. Perform reception and clerical duties when necessary. Perform Quality Assurance tests and procedures as agreed in the department. Participate in departmental policies and procedures development. Contribute to overall process of the department. Participate in continued skill development programs. Perform Employee Performance Management and Development (EPMDS) of junior staff as required. Perform duties as allocated by the Assistant Director: Radiography.

ENQUIRES : Mr. T.J Majoka Tel No: 039 9787168
APPLICATIONS : Should be posted to: The Acting Human Resource Manager, GJ Crookes Hospital, Private Bag X5501, Scottburgh, 4180
FOR ATTENTION : Mr. JL Majola
NOTE : Application for Employment Form (form Z83), which is obtainable at any Government Department or from the website – www.kznhealth.gov.za. Certified copies of educational qualifications – not copies of certified copies, curriculum vitae, certified copy of Identity Document, certified copy of driving licence. The reference number must be indicated in the column provided on the Z83. The appointment is subject to the positive outcome obtained from the NIA to the following checks: (security checks, Credit records, qualification, citizenship and previous experience verifications). Please note that due to the large number of applications received, applications will not be acknowledged, however, please be informed that if no notification of appointment is made within three months of the closing date applicants should accept that their application was unsuccessful.

CLOSING DATE : 30 November 2018 at 16h00