ANNEXURE N

PROVINCIAL ADMINISTRATION: KWAZULU-NATAL
DEPARTMENT OF HEALTH

It is the Department’s intention to promote equity (race, gender and disability) through the filing of this post with a candidate whose transfer /promotion / appointment will promote representivity in line with the numeric targets as contained in our Employment Equity plan.

OTHER POSTS

POST 32/184  :  HEAD CLINICAL UNIT – GRADE 1 REF NO: GS 61/19
Component – Emergency Department

SALARY  :  R1 728 807 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 Committed overtime which is subject to the needs of the Department Employee must sign the committed overtime contract form annually.

CENTRE  :  Greys Hospital

REQUIREMENTS  :  A tertiary qualification (MBCHB) or equivalent registered with the Health Professional Council of South Africa (HPCSA) Current certificate of registration with the HPCSA as a Medical Specialist in Emergency Medicine Possession of an FCEM (SA) certificate or equivalent A minimum of three (3) years appropriate experience after registration with the HPCSA as a Medical Specialist in Emergency Medicine Recommendations: 1 year of relevant management/ supervisory experience Computer literacy – Microsoft Office software package Instructor’s certificate in Basic Emergency Ultrasound (Level 1). Knowledge Skills, Training and Competencies Required: Comprehensive management, leadership, clinical and technical skills. Ability to diagnose and manage all emergencies (Adult and Paediatric) and in all clinical disciplines. Competence and expertise in developing, implementing and monitoring policies, protocols and guidelines applicable to the Emergency Department. Thorough understanding of financial management and resource allocation and optimization, including budgeting and expenditure control. Sound knowledge of Human Resource Management (incl. EPMDS process and requirements) and disciplinary and grievance management procedures Risk management within the Department, including disaster preparedness and management. Aptitude to teach and supervise staff at all levels (Registrars, Interns, Medical Officers, nursing personnel, undergraduate students, etc.) in the Emergency Department. Problem-solving, decision-making and conflict-resolution proficiency. Excellent communication (verbal and written) and time management skills. The ability to work under stress and maintain a good working relationship at all times. Knowledge, understanding and implementation of Batho Pele principles Sound knowledge and experience of relevant ethical and medico-legal matters, including J88 forms. Knowledge of relevant legislation, Policies and Regulations of the Department of Health/ DPSA, including, but not limited to, the National Health Act, Children’s Act, Promotion of Access to Information Act, PFMA, SCM regulation.

DUTIES  :  The incumbent will head the Grey’s Hospital Emergency Department (ED).Rationalize and manage the emergency services delivered by Grey’s Hospital, and ensure 24/7 emergency service availability. Formulate and execute a medium- to long-term strategy for the ED, which meets the Department of Health’s needs, and develop and manage the ED in line with the strategy. Ensure optimal level of skills and competencies of all staff, incl. sessional medical practitioners, in the ED. Promote and undertake teaching and training (Registrars, Medical Officers, Interns, Nursing personnel, undergraduate students, etc.)Conduct audits that are relevant to the needs of the department, including Morbidity and Mortality meetings on a monthly basis, regular Clinical Audits. Maintaining a risk register for the ED. Design, implement and evaluate Quality Assurance and Improvement Programmes as may be required. To chair and actively participate in the Resuscitation Services Committee and other committees at Grey’s Hospital as may be required. To chair the Disaster Management Committee, and manage and maintain agile disaster management preparedness, including co-ordination and hosting external disaster drills. Ensure that all
necessary emergency equipment and other medical/non-medical resources are available and functional in the ED. Participation in after-hours call duties (on-site calls) as may be required. Maintain close liaison with the Department of Emergency Medicine at the Nelson R. Mandela School of Medicine (UKZN) and other relevant academic facilities. Manage / address client complaints which may arise in the ED. Participate in Outreach/Inreach Programmes as may be required. Work as part of a team within the Pietermaritzburg Metropolitan Complex Hospitals.

ENQUIRIES : Dr L. Naidoo Tel No: (033) 897 3317
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: a) 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. c) Curriculum Vitae and certified ID copy NB: Failure to comply with the above instructions will disqualify applicants. 2. The circular minute number / reference must be indicated in the column provided on the form Z83 e.g GS 61/19. 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 : 20 September 2019
POST 32/185 : HEAD CLINICAL UNIT REF NO: HCU ORTHO 01/2019
Directorate: Orthopaedics
SALARY : R1 728 807 per annum (plus benefits)
CENTRE : Ladysmith Regional Hospital
REQUIREMENTS : Grade 12/ national senior certificate. Appropriate qualification that allows registration with the HPCSA as a Medical Specialist in Orthopaedics. PLUS Current registration with the HPCSA as a Medical Specialist in Orthopaedics (2019) PLUS A minimum of three (3) years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in Orthopaedics NB: proof of current/previous certificates of service endorsed by human resource department knowledge, skills, training and competencies required Sound knowledge of clinical concept within the relevant discipline. Good operative skills to carry out major orthopaedics procedures. Research and organizational ability. Ability to supervise and teach junior staff. Conflict management. Management skills including financial and human resource management. Knowledge of current national and international health and public service legislation and policies including medical ethics, epidemiology and statistics.

DUTIES : Key Performance Areas Conduct, assist and stimulate research relevant to the Specialty. Represent the Hospital where requested by the Department and the Medical Manager. Promote and ensure community orientated clinical services and develop outreach services to the referring hospitals in Uthukela district. Maintain necessary discipline over staff under his/her control. Conduct out-patient specialist clinics and provide expert opinion where required and participate in provisioning a 24 hour service. Accept the responsibility for consultation of inpatient and outpatient service delivery to Ladysmith Hospital and referring facilities. Participate in commuted overtime. Responsible for clinical governance pertaining to the unit. Create academic and training platform for staff and assist in sourcing accreditation from HPCSA.

ENQUIRIES : Dr M E Pule Tel No: (036) 6372111 EXT: 1155
APPLICATIONS : Private Bag X9928 Ladysmith 3370
CLOSING DATE : 27 September 2019
POST 32/186
HEAD CLINICAL UNIT: FAMILY MEDICINE REF NO: HCU FAM MED/ 02/2019

**SALARY**: R1 728 807 per annum (plus benefits)

**CENTRE**: Ladysmith Regional Hospital

**REQUIREMENTS**: Grade 12/ national senior certificate. Appropriate qualification that allows registration with the HPCSA as a Medical Specialist in Family Medicine PLUS Current registration with the HPCSA as a Medical Specialist in Family Medicine (2019) PLUS A minimum of three (3) years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in Family Medicine NB: proof of current/previous certificates of service endorsed by human resource department knowledge, skills, training and competencies required: Sound knowledge of clinical concept within the relevant discipline. Good operative skills to carry out major orthopaedics procedures. Research and organizational ability. Ability to supervise and teach junior staff. Conflict management. Management skills including financial and human resource management. Knowledge of current national and international health and public service legislation and policies including medical ethics, epidemiology and statistics.

**DUTIES**: Key Performance Areas: Conduct, assist and stimulate research relevant to the Specialty. Represent the Hospital where requested by the Department and the Medical Manager. Promote and ensure community orientated clinical services and develop outreach services to the referring hospitals in Uthukela district. Maintain necessary discipline over staff under his/her control. Conduct out-patient specialist clinics and provide expert opinion where required and participate in provisioning a 24 hour service. Accept the responsibility for consultation of inpatient and outpatient service delivery to Ladysmith Hospital and referring facilities. Participate in commuted overtime. Responsible for clinical governance pertaining to the unit. Create academic and training platform for staff and assist in sourcing accreditation from HPCSA.

**ENQUIRIES**: Dr M E Pule Tel No: (036) 6372111 EXT: 1155

**APPLICATIONS**: Private Bag X9928 Ladysmith 3370

**CLOSING DATE**: 27 September 2019

POST 32/187
SPECIALIST MEDICINE REF NO: RKK M 19/2019 (X2 POSTS)

**SALARY**: Grade 1: R1 106 040 per annum (All-inclusive salary package (commuted overtime is compulsory).

Grade 2: R1 264 623 per annum (All-inclusive salary package (commuted overtime is compulsory)

**CENTRE**: R. K Khan Hospital – Medicine

**REQUIREMENTS**: Grade 1: Minimum requirement appropriate qualification MBCHB Degree Plus current registration with HPCSA as a Specialist in Medicine. Grade 12 certificate. Registration certificate as Specialist with HPCSA. Grade 2: The minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA as a Medical Specialist in Medicine. Grade 12 certificate. Proof of current registration with HPCSA 2019. NB’ Registrars who have completed their training may also apply on condition that their appointment will be subject to them submitting documentary evidence of registration with the Health Professions Council of South Africa”. Knowledge, Skills and Competencies. Sound clinical knowledge and expertise. Good interpersonal, managerial and supervisory skills. Sound knowledge of clinical procedures and protocols within the discipline. Knowledge of the Current Health and Public Service Legislature. Ability to innovate. Ability to manage patients independently. Interest in conducting and supervising research. Stress tolerance, self-confidence and the ability to build and maintain good relationships. To work within a multi-disciplinary team.

**DUTIES**: To provide effective and efficient specialist/consultant care for the patients of RK Khan Hospital and its catchment population. To assist the Head Clinical Unit in the development of systems for timeous and effective management of patients (consults, referrals, admitted, awaiting admissions).To assist in the development and implementation of guidelines and protocols. To participate and/or accept delegation for the coordination and implementation of Clinical Governance projects (as well as Quality Improvement Programmes). To participate in outreach activities for the delivery, supervision and support of services at referring or down-referral
facilities. To contribute towards a positive, supportive and conducive environment for junior staff, patients and their relatives. To participate in the academic programmes (for medical students & registrars) and in-service programmes (for nurses, interns, medical officers) as well as research initiatives. Standard of patient care and services is maintained.

ENQUIRIES:
DR. J Mulla Tel No: (031) 459 6209

APPLICATIONS:
Human Resource Department, R K Khan Hospital Private Bag x 004 Chatsworth, 4030 or Hand deliver to R K Khan Hospital Human Resource Department Ground floor Recruitment Officer Room no. 35.

FOR ATTENTION:
Human Resource Manager

NOTE:
Applications should be submitted on form Z83 from any Public Service. Department Human Resource Department OR from the website www.kznhealth.gov.za. Certified copies of ID, Matric, highest educational qualifications and HPCSA registration – not copies of certified copies. Current registration with HPCSA 2019. Updated Curriculum Vitae. Certified copy of certificates of service endorsed by Human Resource. The reference number must be indicated in the column provided on form Z83 e.g. HR 01/2019. Faxed documents will not be accepted. NB: Failure to comply with the above instructions will result in disqualification. Please note that if you are not contacted within 3 months of the closing date, your application is unsuccessful. Every shortlisted applicant will be advised of the outcome of their application in due course. Please note that the successful candidate will be subjected to a pre-employment screening and verification process including CIPC (Companies Intellectual Property Commission) screening. Due to financial constraints no S & T or relocation costs will be paid for attending interviews. NB: relocation is at your own cost due to financial contraints- no S&T or relocation cost to be paid.

CLOSING DATE:
27 September 2019 16:00 afternoon

POST 32/188:
MEDICAL SPECIALIST: SURGERY REF NO: SPEC 05/2019 (X2 POSTS)

SALARY:
Grade 1: R1 106 040 – R1 173 900 per annum (All inclusive package)
Grade 2: R1 264 623 – R1 342 230 per annum (All inclusive package)
Grade 3: R1 467 651 – R1 834 890 per annum (All inclusive package)

CENTRE:
Ladysmith Regional Hospital

REQUIREMENTS:
Knowledge, skills, training and competencies required. Sound knowledge of clinical concept within the relevant discipline. Good operative skills to carry out major surgery procedures. Research and organizational ability. Ability to supervise and teach junior staff. Conflict management. Management skills including financial and human resource management. Knowledge of current national and international health and public service legislation and policies including medical ethics, epidemiology and statistics. 

Grade 1: Grade 12/ National senior certificate. Appropriate qualification in Surgery that allows registration as a specialist in Surgery with HPCSA plus current registration with HPCSA (2019)

Grade 2: Grade 12/National Senior certificate. Appropriate qualification in Surgery that allows registration as a specialist in Surgery plus current registration with HPCSA (2019) and 5 years appropriate experience as Medical Specialist in Surgery after registration with HPCSA in Surgery.

Grade 3: Grade 12/National Senior certificate. Appropriate qualification in Surgery that allows registration as a specialist in Surgery with HPCSA plus current registration with HPCSA (2019) and 10 years appropriate experience as Medical Specialist after registration with HPCSA in Surgery.

NB: proof of current/previous certificates of service endorsed by human resource department.

DUTIES:
Conduct, assist and stimulate research relevant to the Specialty. Represent the Hospital where requested by the Department and the Medical Manager. Promote and ensure community orientated clinical services and develop outreach services to the referring hospitals in Uthukela district. Maintain necessary discipline over staff under his/her control. Conduct out-patient specialist clinics and provide expert opinion where required and participate in provisioning a 24 hour service. Accept the responsibility for consultation of inpatient and outpatient service delivery to Ladysmith Hospital and referring facilities. Participate in commuted overtime. Responsible for clinical governance pertaining to the unit. Create academic and training platform for staff and assist in sourcing accreditation from HPCSA.
ENQUIRIES : Dr M E Pule Tel No: (036) 6372111 EXT: 1155
APPLICATIONS : Private Bag X9928 Ladysmith 3370
CLOSING DATE : 27 September 2019

POST 32/189 : MEDICAL – SPECIALIST: OBSTETRICS AND GYNAECOLOGY REF NO: SPEC 01/2019 (X1 POST)

SALARY : Grade 1: R1 106 040 – R1 173 900 per annum (All inclusive package)
Grade 2: R1 264 623 – R1 342 230 per annum (All inclusive package)
Grade 3: R1 467 651 – R1 834 890 per annum (All inclusive package)

CENTRE : Ladysmith Regional Hospital

REQUIREMENTS : Grade 1: Grade 12/ national senior certificate. Appropriate qualification in Obstetrics and Gynaecology that allows registration as a specialist in Obstetrics and Gynaecology with HPCSA plus current registration with HPCSA (2019). Grade 2: Grade 12/National Senior certificate. Appropriate qualification in Obstetrics and Gynaecology that allows registration as a specialist in Obstetrics and Gynaecology plus current registration with HPCSA (2019) and 5 years appropriate experience as Medical Specialist in Obstetrics and Gynaecology after registration with HPCSA in Obstetrics and Gynaecology. Grade 3: Grade 12/National Senior certificate. Appropriate qualification in Obstetrics and Gynaecology that allows registration as a specialist in Obstetrics and Gynaecology with HPCSA plus current registration with HPCSA (2019) and 10 years appropriate experience as Medical Specialist after registration with HPCSA in Obstetrics and Gynaecology. NB: Proof of Current/Previous Certificates of service endorsed by Human Resource Department

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED: Sound knowledge of clinical concept within the Obstetrics & Gynaecology discipline. Good operative skills to carry out advanced clinical services. Research and organizational ability. Ability to supervise and teach junior staff. Conflict management. Management skills.

DUTIES : Training of undergraduate and post graduate medical students. Participate in formal teaching as required by the Department. The incumbent will represent the Department where requested by the Department and the Hospital Manager. Will promote and ensure community orientated clinical services. Control and management of clinical services as delegated. Maintain necessary discipline over staff under his/her control. Attend to administrative matters as pertains to the unit. Conduct out-patient clinics and provide expert opinion. Provide outreach to surrounding PHC clinics and the two District Hospitals which refer to Ladysmith Hospital.

ENQUIRIES : Dr M E Pule Tel No: (036) 6372111 EXT: 1155
APPLICATIONS : Private Bag X9928 Ladysmith 3370
CLOSING DATE : 27 September 2019

POST 32/190 : MEDICAL – SPECIALIST: PAEDIATRIC REF NO: SPEC 02/2019

SALARY : Grade 1: R1 106 040 – R1 173 900 per annum (All inclusive package)
Grade 2: R1 264 623 – R1 342 230 per annum (All inclusive package)
Grade 3: R1 467 651 – R1 834 890 per annum (All inclusive package)

CENTRE : Ladysmith Regional Hospital

REQUIREMENTS : Grade 1: Grade 12/National Senior certificate. Appropriate qualification in Paediatrics that allows registration as a specialist in Paediatrics with HPCSA plus current registration with HPCSA (2019). Grade 2: Grade 12/National Senior certificate. Appropriate qualification in Paediatrics that allows registration as a specialist in Paediatrics with HPCSA plus current registration with HPCSA (2019) and 5 years appropriate experience as Medical Specialist after registration with HPCSA in Paediatrics. Grade 3: Grade 12/National Senior certificate. Appropriate qualification in Paediatrics that allows registration as a specialist in Paediatrics with HPCSA plus current registration with HPCSA (2019) and 10 years appropriate experience as Medical Specialist after registration with HPCSA in the relevant discipline. NB: Proof of current/previous certificates of service endorsed by human resource department Knowledge, Skills, Training and Competencies Required Sound knowledge of clinical concept within the Paediatrics discipline. Good operative skills to carry out advanced clinical services. Research and
organizational ability. Ability to supervise and teach junior staff. Conflict
management. Management skills.

REQUIREMENTS : Training of undergraduate and post graduate medical students. Participate in
formal teaching as required by the Department. The incumbent will represent the
Department where requested by the Department and the Hospital Manager. Will
promote and ensure community orientated clinical services. Control and
management of clinical services as delegated. Maintain necessary discipline over
staff under his/her control. Attend to administrative matters as pertains to the unit.
Conduct out-patient clinics and provide expert opinion. Provide outreach to
surrounding PHC clinics and the two District Hospitals which refer to Ladysmith
Hospital.

ENQUIRIES : Dr M E Pule Tel No: (036) 6372111 EXT: 1155
APPLICATIONS : Private Bag X9928 Ladysmith 3370
CLOSING DATE : 27 September 2019

POST 32/191 : MEDICAL SPECIALIST: ANAESTHETICS REF NO: SPEC 03/2019

SALARY : Grade 1: R1 106 040 – R1 173 900 per annum (All inclusive package)
         Grade 2: R1 264 623 – R1 342 230 per annum (All inclusive package)
         Grade 3: R1 467 651 – R1 834 890 per annum (All inclusive package)

CENTRE REQUIREMENTS : Grade 1: Grade 12/National Senior certificate. Appropriate qualification in
Anaesthesia that allows registration as a specialist with HPCSA plus current
registration with HPCSA (2019) Grade 2: Grade 12/National Senior certificate. Appropriate
qualification in Anaesthesia that allows registration as a specialist with
HPCSA plus current registration with HPCSA (2019) and 5 years appropriate
experience as Medical Specialist in Anaesthesia after registration with HPCSA in
Anaesthetics. Grade 3: Grade 12/national Senior certificate. Appropriate
qualification in Anaesthesia that allows registration as a specialist with HPCSA plus
current registration with HPCSA (2019) and 10 years appropriate experience as
Medical Specialist in Anaesthesia after registration with HPCSA in Anaesthetics.

NB: proof of current/previous certificates of service endorsed by human resource
department knowledge, skills, training and competencies required Sound
knowledge of clinical concept within Anaesthetics. Good verbal and written
communication skills and interpersonal skills. Ability to work in a multi-disciplinary
team, tolerate stress. Good operative skills to carry out advanced clinical services.
Experienced teaching and supervisory abilities. Awareness of cross-cultural
differences. Knowledge of all Public Service Legislation, Policies and procedures.
Medical Ethics, epidemiology and statistics. Conflict management skills.
Management skills.

DUTIES : Training of junior staff. Conduct, assist and stimulate research relevant to
Anaesthetics. To represent the Department where requested by the Department
and Hospital Manager. Responsibility for co-ordinating intern and community
service doctors training. Maintain clinical, professional and ethical conduct.
Administrative responsibilities pertaining to the unit. Maintain necessary discipline
over staff under his/her control. Active participation in quality improvement
programs including clinical audits and continuous professional development
activities. Conduct out-patient specialist clinics and provide expert opinion where
required and participate in provisioning of a 24 hour service. Assist with quality of
patient care, assisting team members with quality assurance, morbidity and
mortality reviews and monthly audits. Promote and ensure community orientated
clinical services. Control and management of clinical services as delegated. Assist
the Departmental Manager to ensure optimal service delivery. Assist with the
development of protocols and policies as per specialty and disease proofing.
Provide effective and efficient consultant care at regional level. Performance of
overtime is required – after hours and weekends.

ENQUIRIES : Dr M E Pule Tel No: (036) 6372111 EXT: 1155
APPLICATIONS : Private Bag X9928 Ladysmith 3370
CLOSING DATE : 27 September 2019
**POST 32/192 : MEDICAL – SPECIALIST: PSYCHIATRY REF NO: SPEC 04/2019**

**SALARY**
- Grade 1: R1 106 040 – R1 173 900 per annum (plus benefits)
- Grade 2: R1 264 623 – R1 342 230 per annum (plus benefits)
- Grade 3: R1 467 651 – R1 834 890 per annum (plus benefits)

**CENTRE :** Ladysmith Regional Hospital

**REQUIREMENTS**
- **Grade 1:** Grade 12/national senior certificate. Appropriate qualification in Psychiatry that allows registration as a specialist with HPCSA plus current registration with HPCSA (2019)
- **Grade 2:** Grade 12/national senior certificate. Appropriate qualification in Psychiatry that allows registration as a specialist with HPCSA plus current registration with HPCSA (2019) and 5 years appropriate experience as Medical Specialist after registration with HPCSA in Psychiatry
- **Grade 3:** Grade 12/national senior certificate. Appropriate qualification in Psychiatry that allows registration as a specialist with HPCSA plus current registration with HPCSA (2019) and 10 years appropriate experience as Medical Specialist after registration with HPCSA in Psychiatry

**NB:** Proof of Current/Previous Certificates of Service Endorsed by Human Resource Department

**Knowledge, Skills, Training and Competencies Required**
- Sound knowledge of clinical concept within the Psychiatry discipline.
- Good operative skills to carry out advanced clinical services.
- Research and organizational ability.
- Ability to supervise and teach junior staff. Conflict management. Management skills.

**DUTIES**
- Training of undergraduate and post graduate medical students. Participate in formal teaching as required by the Department. The incumbent will represent the Department where requested by the Department and the Hospital Manager. Will promote and ensure community orientated clinical services. Control and management of clinical services as delegated. Maintain necessary discipline over staff under his/her control. Attend to administrative matters as pertains to the unit. Conduct out-patient clinics and provide expert opinion. Provide outreach to surrounding PHC clinics and the two District Hospitals which refer to Ladysmith Hospital.

**ENQUIRIES :** Dr M E Pule Tel No: (036) 6372111 EXT: 1155

**APPLICATIONS :** Private Bag X9928 Ladysmith 3370

**CLOSING DATE :** 27 September 2019

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**POST 32/193 : ASSISTANT MANAGER: PHARMACEUTICAL SERVICES REF NO: PHARM 02/2019**

**Component:** Pharmacy

**SALARY**
- R897 936 - R1 042 095 per annum (all-inclusive package consists of 70% basic salary and 30% flexi portion) PLUS Inhospitable Rural Allowance (12% of basic salary)

**CENTRE :** Ladysmith Regional Hospital

**REQUIREMENTS**
- Matric/Senior Certificate/Grade 12 Bachelor Degree in Pharmacy Registration certificate with South African Pharmacy Council (SAPC) as a Pharmacist Proof of current registration with SAPC as a Pharmacist (registration card plus proof of payment of annual fees for 2019/ receipt) Minimum of five (5) years’ experience after registration with SAPC as a Pharmacist Valid driver’s license Certificate of Service to prove current and previous work experience endorsed by Human Resource. Recommendations: computer literacy Knowledge, Skills, Training and Competencies: Knowledge of public sector pharmacy, as well as relevant acts, regulations, District Health System, EML, Good Pharmacy Practice, policies and procedures, the National Drug Policy Sound understanding of Procurement reforms and the CCMD program Sound knowledge of legislation relating to pharmaceutical practice in South Africa Sound knowledge of the District Health System and National Drug Policy Good communication, leadership, motivational, decision-making, team-building, ethics, operational, professional and supervisory skills Knowledge of the principles, functioning and operation of a PTC and Anti-Microbial Stewardship. Knowledge of Human Resource Management, staff training and development and financial management. Commitment to service excellence, together with innovative and analytical thinking based on sound ethical and legal principles. Effective, planning, organisational, managerial and interpersonal skills.
Computer literacy, (MS Word, MS Excel, MS PowerPoint and Ms Outlook) as well as knowledge and experience in RX Solution.

**DUTIES:** Supervise, oversee and manage the pharmaceutical services at the institution associated clinic. Supervise and manage the provision, implementation and review of pharmaceutical management protocols, policies and procedures and ensure that they are in accordance with statutory regulations and guidelines. Support and Monitor adherence to National Core Standards for Quality Assurance in Pharmaceutical Services. Ensure that Standards for operating systems for prescribing and dispensing practice are maintained. Ensure that availability of medicines is in line with new standard treatment guidelines. Support Pharmacovigilance activities and develop systems for ADR reporting. Support Human Resource Development and training of Pharmacists, pharmacy support personnel and other health professionals. Implement in-patient Pharmaceutical Care services. Work as part of a multi-disciplinary team and provide secretarial duties to the Pharmacy and Therapeutic Committee (PTC). Execute control over expenditure of pharmaceutical and related products. Provide a consultative pharmaceutical service to other health professional and patients.

**ENQUIRIES**

Dr M E Pule Tel No: (036) 6372111 EXT: 1155

**APPLICATIONS**

Private Bag X9928 Ladysmith 3370

**CLOSING DATE**

27 September 2019

**POST 32/194**

DEPUTY NURSING MANAGER REF NO: TCHC 04/2019 (X1 POST)

**SALARY**

R843 618 – R949 482 per annum All-inclusive package (This inclusive package consists of 70% basic salary and 30% flexible portion that can be structure in terms of the applicable rules)

**CENTRE**

Tongaat Community Health Centre

**REQUIREMENTS**

Grade 12/Senior Certificate. Basic R425 Qualification i.e. Diploma or Degree in Nursing or equivalent qualification that allows registration with South Africa Nursing Council (SANC) as a Professional Nurse. Certificates of Registration with SANC as a Professional Nurse. Proof of current registration with SANC (2019 receipt).

Experience: A Minimum of 9 years Appropriate/Recognizable Experience in Nursing after Registration as a Professional Nurse with SANC in General Nursing. At least 4 years of the Period Referred to Above must be Appropriate/Recognizable Experience at Management Level. NB: Proof of Current and Previous Work Experience, Endorsed and Stamped by Human Resources Manager plus Persal Service Record Printout where Possible. Recommendations: Diploma in Primary Health Care accredited with SANC. Degree or Diploma in Nursing Administration/Management accredited with SANC.

**DUTIES**

To provide Leadership and Facilitate Strategic Planning, Policy Planning, Development and Implementation. To exercise overall control over Nursing Care, including information and implementation of Nursing Programs, Execution and Evaluation. To execute duties and function with proficiency, supporting the aim and Strategic Objectives of this Facility and of the Department of Health. To Demonstrate Facility’s Commitment to Quality Nursing Care and ensure compliance with Norm and Standards. Facilitate and oversee the development of Nursing Operation/Business Plans to give Strategic Direction by managing and coordinating the activities of the Component. To ensure Identification, Selection, Recruitment and Development of Nursing Staff. To ensure Control of disciplinary matters, Grievances and Labour Issue in the Nursing component. Advocate and promote Nursing Ethos and Professionalism Maintaining the Image of Nursing. Plan, manage, coordinate, monitor and evaluate Service Delivery. Facilitate cost control in the utilization of both Human and Material Resources. Advise CHC Manager and Management Team on Norms and Standard of Nursing Practices. Ensure systems and processes are in place to Support implementation of Objectives. Facilitate clinical workshops and meetings to update Nursing Staff. Ensure compliance with all relevant Legislations Including OHS Act. Submit verbal and written reports timeously to the relevant Managers. Coordinate, facilitate and implement Quality Improvement Initiatives and Good Governance. Ensure compliance with Data collection and adherence to Data Management Principles of the KZN DOH by the Nursing Component. Provide professional, technical and management support for the provision of Quality Patient Care through proper
management of Nursing Care Programs. Coordination of health promoting activities/events within the Community. Be able to understand and implement the Concept of 90 90 90 Strategy.

ENQUIRIES: Mrs P Moonsamy Tel No: (032) 944 5054 ext.204
APPLICATIONS: Application to be forwarded to: The Human Resource Manager, Tongaat Community Health Centre, Private Bag x07, Tongaat 4400.

NOTE: Direction to candidate: The following documents must be submitted, Application for employment form (Z83), which is obtainable as any Government Department or from website www.kznhealth.gov.za. Original 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. Application must be submitted on or before closing date. The reference number must be indicated in the column provided on the form Z83 e.g. TCHC 04/2019. Failure to comply with the above instruction will disqualify applications. Please note that due to the number anticipated, applications will not acknowledge. Correspondence will be limited to short listed candidate only. NB: African Male are encouraged to apply.

CLOSING DATE: 20 September 2019

POST 32/195: MEDICAL OFFICER (GRADE 1, 2, 3) REF NO: GS 62/19
Component: Internal Medicine

SALARY: Grade 1: R821 205 per annum (All-inclusive package)
Grade 2: R938 964 per annum (All-inclusive package)
Grade 3: R1 089 693 per annum (All-inclusive package)

CENTRE: Greys Hospital, Pietermaritzburg Complex

REQUIREMENTS: MBCHB Degree plus Current registration with the Health Professions Council of South Africa as an Independent Medical Practitioner by the time of appointment. Community services doctors may be considered provided they are registered as an Independent Medical Practitioner within a month of the closing date. Recommendation ACLS course completed (current valid certificate)

Grade 1: Experience: Not Applicable. Foreign qualified candidates require 1 year relevant experience after registration as an independent 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 an independent 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.

Grade 3: Experience: 10 years’ experience after registration with the HPCSA as an independent 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. Studying for, or successfully completed, Primary (Part 1) examinations in Internal Medicine.

DUTIES: Medical care of patients: Level of care required – medical care appropriate to Grey’s Hospital, a tertiary and referral health facility; Sub-discipline rotations – terms of duty in any or all sub-disciplines of Internal Medicine will be required and will include Neurology, Dermatology and ICU, depending on the needs of the services; Overtime requirements – commuted overtime is mandatory if required by operational demands; Geographical limits – the post(s) will be based at Grey’s but you will be expected to perform duties at various health Facilities, which will include rotations at facilities within the Pietermaritzburg metropole (Edendale, Northdale and Greys Hospital). Outreach services to facilities in Area 2 may be required either regularly or from time to time. Administration and management: Supervise junior medical staff, including in clinical work, attendance, time management, conflict management etc; Service logistics – assist in administrative aspects of running the
Department e.g. roster and rotation planning, clinical and Operational protocol development; Quality improvement – assists and participates in quality improvement, including audits

ENQUIRIES : R. K. Rasmussen Tel No: (033) 897 3289
APPLICATIONS : To be forwarded to: The Human Resources Department, Greys Hospital Private Bag x 9001, Pietermaritzburg, 3200.
FOR ATTENTION : Mrs Chandulal
NOTE : Directions To Candidates: The following documents must be submitted: a) 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. c) Curriculum Vitae and certified ID copy NB: Failure to comply with the above instructions will disqualify applicants. 2. The circular minute number / reference must be indicated in the column provided on the form Z83 e.g GS 62/19. 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 : 20 September 2019
POST 32/196 : MEDICAL OFFICER REF NO: MURCH 12/2019 (X2 POSTS)

SALARY : Grade 1: R821 205 per annum (All-inclusive package). This inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.
Grade 2: R938 964 per annum (All-inclusive package). This inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.
Grade 3: R1 089 693 per annum (All-inclusive package). This inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.
Other Benefits: 13th Cheque, Home owners allowance (employee must meet prescribed Requirements), Medical Aid (Optional) and 22% Rural Allowance.

CENTRE : Murchison Hospital
REQUIREMENTS : Grade 1: Requirements Senior Certificate PLUS, Appropriate qualification in Health Science-MBCHB PLUS, Current registration with HPCSA as a Medical Practitioner OR 1 year 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 to perform community service, as required in South Africa. Certificate of service endorsed by your Human Resources. Verification of experience Pre Screening endorsed by your Human resources. Qualified applicants will be liable for the performance of commuted overtime as per the Roster. Grade 2: Requirements Senior Certificate PLUS Appropriate qualification in Health Science-MBCHB PLUS Current registration with HPCSA as a Medical Practitioner plus 5 years’ experience after registration with the HPCSA as a Medical Practitioner OR 6 years’ 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 Certificate of service endorsed by your Human Resources Grade 3: Senior Certificate Plus Appropriate qualification in Health Science-MBCHB PLUS Current registration with HPCSA as a Medical Practitioner plus 10 years’ experience after registration with the HPCSA as a Medical Practitioner OR 11 years’ 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 Certificate of service endorsed by your Human Resources Verification of Experience Pre Screening endorsed by your Human Resources Verification of Experience Pre Screening endorsed by your Human
Resources. Knowledge, Skills and Competencies: Ability to diagnose and manage common medical and surgical / orthopaedic problems including in the major clinical disciplines Obstetrics and sound general and regional anaesthetics Departmental knowledge of grievance and disciplinary procedures Knowledge of public service regulations of 2016 and health related legislations Sound medical ethics and Batho Pele principles Good communication and problem solving skills.

DUTIES: Provide primary health care oriented services inclusive of preventive measures, treatment and rehabilitation Adherence to essential medical list and rational antibiotic use Ensure effective use of all resources within the clinical field Provide outreach services to feeder primary health care clinics Participate in community health care programmes Assist evaluation of existing standards and effectiveness of health care Performance of commuted overtime based on operational requirements

ENQUIRIES: Dr VJW Kalaka Tel No: (039) 6877311 ext. 106

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. MURCH 13/2018 NB: 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) Previous experience in the fields of TB/MDR TB will prove advantageous. Preference will also be given to applicants with Diploma in Anesthesia. 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: 20 September 2019

POST 32/197: ASSISTANT MANAGER NURSING (SPECIALTY) REF NO: EST/MAN 06/2019 (X1 POST) Re-Advert if you already applied no need to re-apply

SALARY: R614 991 per annum, Plus 13th Cheque, Medical Aid (Optional) Home Owner Allowance 08% rural allowance (Employee must meet the prescribed requirement)

CENTRE REQUIREMENTS: Estcourt District Hospital Senior certificate/ matric or equivalent national diploma/ degree in nursing or equivalent qualification that allows registration with SANC as professional nurse. Post basic nursing with at least one (1) year in advanced midwifery and neonatal care accredited with SANC in one of the specialty referred above. Minimum of 10 years appropriate/ recognizable experience in nursing after registration as professional nurse with SANC in general nursing. At least 6 years referred to above must be appropriate/ recognizable experience in the specific specialty after obtaining one (1) year post basic qualification in the relevant specialty. At least three (3) years of the period referred above must be appropriate/ recognizable experience at management level. Current registration with SANC as general nurse and relevant specialty (2019). Verification of experience endorsed by supervisor to
be attached. Certificate of service endorsed by human resource department to be attached. Knowledge, skills, training and competences required Demonstrate effective communication with patients, Supervisors, other health professionals and junior colleagues including more complex report writing when required. Work as a part of multi-disciplinary team at unit level to ensure good nursing care by nursing team. Work efficiently and amicably at a supervisory level with persons of diverse intellectual racial and religious difference. Able to manage own work, time and that of junior colleagues to ensure proper nursing services in the unit. Demonstrate and in-depth understanding of nursing legislation and related legal and ethical nursing practice and how this impact on service delivery. Ensure clinical nursing practice and nursing team in accordance with scope of practice and nursing standards. Demonstrate basic understanding of Human Resource and Financial policies and practices.

**DUTIES**: Implement and co-ordinate Material and Child Care services. Implement standard practices criteria and indicators for quality Maternal and Child care. Create and maintain a complete and accurate nursing record for individual health users. Facilitate and conduct perinatal mortality meetings. Participate in health promotion and illness prevention initiatives. Maintain a constructive working relationship with the multi-discipline team. N.B if you already applied no need to re-apply and Subsistence and Travelling Claims will not be considered due to financial constraints.

**ENQUIRIES**
T.S. Hlongwa Tel No: (036) 342 7038

**APPLICATIONS**
Should be forwarded to No.1 Old Main Road, Estcourt District Hospital or The Human Resource Department, Estcourt District Hospital, P/Bag X7058, Estcourt, 3310

**CLOSING DATE**
30 September 2019

**POST 32/198**
OPERATIONAL MANAGER – SPECIALTY (ORTHOPAEDICS) REF NO: NURS 20 / 2019

**SALARY**
R562 800 –R633 432 per annum. Other Benefits: 13th cheque, 8% inhospitable rural allowance, Medical Aid (Optional) Housing allowance (employee must meet prescribed Requirements

**CENTRE**
Ladysmith Regional Hospital

**REQUIREMENTS**
Senior Certificate (Grade 12) or equivalent. Current Registration with SANC as a Professional Nurse and Midwife. Diploma/Degree in nursing or equivalent qualification. A post-basic nursing qualification with a duration of at least 1 year accredited with SANC in Orthopaedic Nursing Science. A minimum of 9/nine years appropriate recognizable in nursing after registration as a General Nurse. At least 5 years of the period referred to above must be appropriate recognizable experience in the specific specialty after obtaining the 1 year Post Basic qualification in Orthopaedic nursing. Knowledge, Skills, Training, and Competencies: Good verbal and written communication and report writing skills. Leadership, organizational, decision making and problem solving skills. Knowledge of legal frame work and prescripts within the Department of Health. Conflict management and negotiation skills. Knowledge of code of conduct and Labour Relations procedures / processes. Knowledge of Batho Pele principles and Patients’ Rights Charter.

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

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

APPLICATIONS: Private Bag X9928 Ladysmith 3370

CLOSING DATE: 27 September 2019

POST 32/199: OPERATIONAL MANAGER NURSING SPECIALTY-(MATERNITY) REF NO: APP/10/2019

SALARY: R562 800 – R633 432 per annum. Other Benefits: 13TH Cheque, 8% Rural Allowance, Medical Allowance Optional and Housing Allowance (employee must meet prescribed requirements).

CENTRE: Appelsbosch Hospital

REQUIRMENTS: Degree / Diploma in General nursing and Midwifery plus 1 year post basic qualification in Advanced Midwifery and Neonatal Nursing Science. Registration with South African Nursing Council as a Professional Nurse and Midwife. Proof of current registration as a Professional Nurse with SANC (2019 receipt). A minimum of nine (09) years appropriate / recognizable experience after registration as a Professional Nurse and Midwife, with SANC in General Nursing. At least 5 years of the period preferred to above must be appropriate/ recognizable experience after obtaining the one(01) year post basic qualification in Advance Midwifery and Neonatal Nursing Science. Proof of previous and current work experience endorsed and stamped by Human Resource. Certificate of service endorsed and stamped by HR. Knowledge, Skills, Training & Competence Required Knowledge of Nursing Care process and procedures, nursing status and relevant legal framework such as Nursing Act Health Patients’ Rights etc. Good knowledge of women health protocols and guidelines. Basic understanding and knowledge of HR and financial policies. Good report writing and facilitation skills. Good communication skills both verbal and written. Good leadership, organization, decision making and problem solving skills. Good interpersonal including public relation, negotiating, conflict handling and team building skills. Financial and budgetary knowledge.

DUTIES: Participating in development and implementation of clinical policies, procedures and guidelines for IMCI and other related programs/ projects. Basic understanding and knowledge of HR and financial policies. Maintain client satisfaction, through quality service, innovation and nursing care by upholding relevant principles. Implement staff development and performance by implementing EPMS and other related human resource policies. Administer Clinical Treatment to acute patients and make appropriate referrals. Monitor infection Control measures within the unit. Ensure implementation, monitoring and evaluation of all programs. Plan and monitor the use of budget for the unit. Improve quality care through reduction of public complaints and waiting times. Ensure perinatal meeting run efficiently and effectively. Ability to present PIPP and CHIP programs. Monitor and evaluate maternity and perinatal statistics. Oversee all aspects related to mother and child (CTOP, ESMOE, FP, MBFI and CARMMMA and HBB). Assist with coverage in the nursing component. Ability to do presentation at District level. Maintain professional growth/ ethical standards and self-development. Maintain the code of conduct: Public Service and Professional Body. Ability to plan and organize own work and that of support personnel to ensure proper nursing care.

ENQUIRIES: Mrs. MT Zondi Tel No: (032) 2948000 ext. 261

APPLICATIONS: should be forwarded to: The Human Resource Manager, Appelsbosch hospital Private bag x215, Ozwathini 3242.

NOTE: Equity Target: African Male

CLOSING DATE: 27 September 2019

POST 32/200: OPERATIONAL MANAGER (PHC SUPERVISOR) REF NO: STC 03/2019 (X1 POST)

SALARY: R562 800 per annum. Other Benefits: 13th Cheque, Medical Aid (optional), Home Owner Allowance (subject to employee meeting prescribed requirements) plus 8% Rural Allowance.
CENTRE
St Chads CHC

REQUIREMENTS
Senior certificate/Grade 12 or equivalent qualification. Diploma/Degree in General Nursing and Midwifery plus one year Diploma in PHC. Current registration with SANC as General Nurse and Primary Health Care Nurse. A minimum of 9 years recognisable experience after registration as a Professional Nurse with SANC in General nursing of which 5 years must be recognizable experience after obtaining one year post Basic qualification in Primary Health Care. Computer literacy with proficiency in MS office software application. Unendorsed driver’s license. Proof of previous and current work experience endorsed and stamped by HR. Recommendations: Diploma/degree in Nursing Management. The ideal candidate must possess: Financial management, leadership, organizational, decision making and problem solving skills. Knowledge of public service policies and other health related prescripts. Sound knowledge of code of conduct. Good interpersonal skills. Human Resource management and Labour Relations Act.

DUTIES
Ensure implementation of operational imperatives set by the District as per Health policies and programmes. Ensure cost effective and appropriate management of resources. Ensure appropriate implementation Batho Pele and proper complaint management. Ensure staff development, implementation an evaluation of EPMDS in line with department prescripts. Resolve conflicts, oversee disciplinary and grievance matters including monitoring and managing absenteeism. Implement consequence management at facility and sub– district level. Maintain intersectoral collaboration with other government structures through operation Sukuma Sakhe activities. Deputize assistant Manager Nursing and take over his/ her responsibilities. Ensure that quality standards are implemented (Norms and Standards, Ideal Clinic Realization).Promote Nursing Ethics and professionalism. Participate in different committees e.g. morbidity and mortality. Be able to work with multidisciplinary team Involvement in target setting for the sub-district ensuring that priority programmes meet the targets. Ensuring provision of comprehensive PHC service according to DHS package. Do supervision of all programmes in the sub-district using the standardized prescribed audit tools and ensure QIPs are developed and monitored. Ensure proper Data Management.

ENQUIRIES
Mrs C I Ndlovu Tel No: 036 6379600

APPLICATIONS
All applications should be forwarded to: The Human Resources Manager St Chads Community Health Centre, Private Bag X 9950 Ladysmith 3370, OR Hand Delivered to Corner Helpmekaar and Ezakheni Main Road, Ezakheni 3381.

FOR ATTENTION
Mr S D Mdletshe

NOTE
Applications must be submitted on the prescribed Application for employment form (Z83) which is obtainable at any Government OR from website www.kznhealth.gov.za which must be signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, Certified copy of ID document, certified copies of highest educational qualifications (not copies of previously certified copies), and registration with council. The reference number must be indicated in the column provided on the form Z83 (Part A).Persons with disabilities should feel free to apply for the post. NB: Failure to comply with the above instructions will disqualify applications. Please note that due to a large of applications received, applications will not be acknowledged. However, every successful applicant will be advised of the outcome of the application in due course. The appointment is subject to positive outcome obtained from the State Security Agency (SSA) to the following checks (security clearance(vetting),credit records, citizenship) qualifications of Educational Qualification by SAQA, verification of previous experience from Employers and Verificiation form Company Intellectual Property Commission (CIPC).Applicants are respectfully informed that, if no notification of appointment is received within 3 months after closing date, they must accept that their applications were unsuccessful. Applicants in possession of a foreign qualification must attach an evaluation certificate form the South African Qualification Authority (SAQA) to their application. 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 that of the advertised are free to apply. Please note that no S&T payments will be considered for payment to candidates that are invited for interview.

CLOSING DATE
23 September 2019
POST 32/201  |  OPERATIONAL MANAGER REF NO: TCHC 02/2019 (X2 POSTS)

SALARY  |  R562 800 – R633 432 per annum. Other Benefits: 13th cheque medical aid (optional) GEHS (employee must meet prescribed requirement)

CENTRE  |  Tongaat Community Health Centre

REQUIREMENTS  |  1. Senior Certificate / Grade 12. 2. Degree/ Diploma in General nursing and Midwifery that allows registration with SANC as a Professional Nurse. 3. A post basic qualification with a duration of at least one (01) year accredited with SANC in Clinical 4. Nurse Science, Assessment, Diagnosis, Treatment and Care. 5. Proof of current registration with SANC (2019 receipt) 6. A minimum of 09 years appropriate/ recognizable nursing experience after registration as Professional Nurse with SANC in General Nursing. 7. At least 5years of the period referred to above must be appropriate/ recognizable experience after 8. Obtaining the 1 year post basic qualification in the relevant specialty. 9. Proof of previous and current work experience endorsed and stamped by Human Resource Department (certificate of service). 10. Applicants must submit confirmation letter of relevant experience from their supervisors in an official letterhead of the employer when they apply.

DUTIES  |  Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices and how this impacts on service delivery. Ensure clinical nursing practice by nursing team in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. Coordination of health promoting activities/ events within the community. Manage the WBPHCOI and CCG program. Demonstrate a basic understanding of Human Resource and Financial policies and practices. Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required. Work as part of the multidisciplinary team to ensure good nursing care at unit level to ensure good nursing care by nursing team. Able to manage own work, time and that of junior colleagues to ensure proper nursing service in the facility. Display concern for patients, advocating and facilitating proper treatment and care and ensuring that the facility adheres to the principle of Batho Pele Able to develop contacts, build and maintain a network of professional relations in order to enhance service delivery within the community. Demonstrate basic computer literacy as a support tool to enhance service delivery. Participate in the analysis and formulation of nursing policies and procedures. Provide direct and indirect supervision of all staff within the unit and give guidance. Demonstrate an understanding of Human Resource and Financial Management Policies and procedures. Monitor and evaluate the care and management of all patients through clinical audits and drawing quality improvement plans for the facility. Ability to supervise Medical and Surgical emergencies and refer appropriately. Monitor implementation and performance on indicators on daily, weekly and monthly basis; provide feedback to management, analyse data and draw up quality improvement plan and implementation plan. Ensure quality data collection, validation and verification is done as per guidelines. Exercising control of discipline and any other Labour Related issues in terms of laid down procedures. Ensure complaints management and work towards reducing them. Ensure functionality of the Clinic committee programme so that community involvement and participation is achieved. Monitor staff performance, appraisal by and development.

ENQUIRIES  |  Mrs P. Moonsamy Tel No: (032) 944 5054 ext.204

APPLICATIONS  |  Application to be forwarded to: The Human Resource Manager, Tongaat Community Health Centre, Private Bag x07, Tongaat 4400.

NOTE  |  Direction to candidate: The following documents must be submitted, Application for employment form (Z83), which is obtainable as any Government Department or from website www.kznhealth.gov.za. Original 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. Application must be submitted on or before closing date. The reference number must be indicated in the column provided on the form Z83 e.g. TCHC 02/2019.
Failure to comply with the above instruction will disqualify applications. Please note that due to the number anticipated, applications will not acknowledge. Correspondence will be limited to short listed candidate only. NB: African Male are encouraged to apply.

**CLOSING DATE** : 20 September 2019

**POST 32/202** : OPERATIONAL MANAGER GENERAL (MEDICAL AND DIAGNOSTIC) REF NO: NURS 18/2019

**SALARY** :
- Grade 1: R444 276 – R500 031 per annum
- Grade 2: R515 040 - R579 696 per annum
- Other benefits: 13th cheque, 8% inhospitable rural allowance, Medical Aid (Optional) Housing allowance (employee must meet prescribed requirements).

**CENTRE** : Ladysmith Regional Hospital

**REQUIREMENTS** :
- Degree / Diploma in General Nursing and Midwifery. Registration with SANC in General Nursing and Midwifery. Senior Certificate (Grade 12) or equivalent. Proof of current registration with SANC (2019). A minimum of 7 years appropriate recognizable experience in nursing after registration as professional nurse with SANC in General Nursing. Certificate of Service to prove current and previous work experience endorsed by human resource recommendation: Degree / Diploma in Nursing Administration. A valid driver’s license, Computer literacy knowledge, skills, training, and competencies: Good verbal and written communication and report writing skills. Leadership, organizational, decision making and problem solving skills. Knowledge of legal frame work and prescripts within the Department of Health. Knowledge of legal frame work and prescripts within the Department of Health. Conflict management and negotiation skills. Conflict management and negotiation skills. Conflict management and negotiation skills. Knowledge of Batho Pele principles and Patients’ Rights.

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

**ENQUIRIES** :
- Mrs T M Buthelezi Tel No: (036) 637 2111

**APPLICATIONS** :
- Private Bag X9928 Ladysmith 3370

**CLOSING DATE** : 27 September 2019

**POST 32/203** : OPERATIONAL MANAGER GENERAL GRADE 1 (SURGICAL) REF NO: NURS 19/2019

**SALARY** :
- Grade 1: R444 276 – R500 031 per annum
- Grade 2: R515 040 - R579 696 per annum
- Other Benefits: 13th cheque, 8% inhospitable rural allowance, Medical Aid (Optional) Housing allowance (employee must meet prescribed requirements).

**CENTRE** : Ladysmith Regional Hospital

**REQUIREMENTS** :
- Senior Certificate (Grade 12) or equivalent. Degree / Diploma in General Nursing and Midwifery. Registration with SANC in General Nursing and Midwifery. Proof of current registration with SANC (2019). A minimum of 7 years appropriate recognizable experience in nursing after registration as professional nurse with SANC in General Nursing. Certificate of Service to prove current and previous work experience endorsed by human resource recommendation: Degree / Diploma in Nursing Administration. A valid driver’s license, Computer literacy knowledge, skills, training, and competencies: Good verbal and written communication and report writing skills. Leadership, organizational, decision making and problem solving skills. Knowledge of legal frame work and prescripts within the Department of Health. Knowledge of legal frame work and prescripts within the Department of Health. Conflict management and negotiation skills. Conflict management and negotiation skills. Conflict management and negotiation skills. Knowledge of Batho Pele principles and Patients’ Rights.

**DUTIES**

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

**ENQUIRIES**

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

**APPLICATIONS**

Private Bag X9928 Ladysmith 3370

**CLOSING DATE**

27 September 2019

**POST 32/204**

**CLINICAL NURSE PRACTITIONER (PHC) GRADE 1&2 (X2 POSTS)**

**SALARY**

Grade 1: R383 226 - R444 276 per annum
Grade 2: R471 333 - R579 696 per annum
Other Benefits: 13th Cheque, Medical Aid (optional), Home Owner Allowance (subject to employee meeting prescribed requirements) plus 8% Rural Allowance.

**CENTRES**

St Chads CHC Ref No: STC 01/2019
Ekuvukeni Clinic Ref No: EKU 03/2019

**REQUIREMENTS**

Senior certificate/Grade 12 or equivalent qualification Degree/Diploma in General nursing that allows registration with SANC Registration with SANC as a Professional Nurse (2019) Post-Basic Diploma in Clinical Nursing Science, Assessment, Diagnosis treatment and care (PHC) with a duration of at least one (1) year. Certificate of Service Endorsed by Human Resource Department. Grade 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as a professional nurse with SANC in General Nursing. At least one year Post Basic Nursing qualification in Clinical Nursing Science, Health assessment, Treatment and Care. Grade 2: annum. A minimum of 14 years appropriate/recognisable experience in nursing after registration as a Professional Nurse with SANC in General nursing. At least 10 years must be appropriate/recognisable experience after obtaining the one year Post Basic qualification in Clinical Nursing Science, Health assessment, Treatment and Care. The ideal candidate must possess: Knowledge and experience of Public Service Policies, Acts and Regulations. Ability to formulate patient care related policies. Knowledge of provincial and national acts policies. Knowledge of sound nursing care delivery approaches. Basic financial management skills. Knowledge of human resource management. Ability to formulate vision, mission and objectives of the unit. Communication skills and decision making. Ability to provide mentoring and coaching to her and his supervisees. Have leadership and supervisory skills.

**DUTIES**

Provision of comprehensive service according to PHC core package. Provision of holistic health care approach (preventative, promotive, curative and rehabilitative) services. Provision of administrative services. Involvement in community stakeholder meetings and various committees. Provision of staff development through EPMDS management clinical teaching; workshops and continuous
evaluation of employees. Sit in different facility meetings. Responsible for screening, diagnosis treatment and care at PHC level. Initiate community projects, involvement in Operation Sukuma Sakhe. Ensure safe and clean environment according to IPC standards. Utilise human and other resources efficiently in a cost effective manner. Work as part of multi-disciplinary team to ensure quality nursing care and quality standards (Ideal Clinic Realization, Norms and Standards) are met. Involved in clinical audits. Ensure data management. Advocate for Nursing ethics and professionalism. Conduct health awareness and campaigns, ensure priority programmes indicators are achieved. Hours of duty: 40 hours per week, shift work (day and night duty), Shift work may include straight shift and flexi hours and may include re-adjustments as required to provide adequate nursing coverage. 

ENQUIRIES
Mrs C I Ndlovu Tel No: (036) 637 9600

APPLICATIONS
All applications should be forwarded to: The Human Resources Manager St Chads Community Health Centre, Private Bag X 9950 Ladysmith 3370, OR Hand Delivered to Corner Helpmekaar and Ezakheni Main Road, Ezakheni 3381.

FOR ATTENTION
Mr S D Mdletshe

NOTE
Applications must be submitted on the prescribed Application for employment form (Z83) which is obtainable at any Government OR from website www.kznhealth.gov.za which must be signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, Certified copy of ID document, certified copies of highest educational qualifications (not copies of previously certified copies), and registration with council. The reference number must be indicated in the column provided on the form Z83 (Part A).Persons with disabilities should feel free to apply for the post. NB: Failure to comply with the above instructions will disqualify applications. Please note that due to a large of applications received, applications will not be acknowledged. However, every successful applicant will be advised of the outcome of the application in due course. The appointment is subject to positive outcome obtained from the State Security Agency (SSA) to the following checks (security clearance(vetting),credit records, citizenship) qualifications of Educational Qualification by SAQA, verification of previous experience from Employers and Verification form Company Intellectual Property Commission (CIPC).Applicants are respectfully informed that, if no notification of appointment is received within 3 months after closing date, they must accept that their applications were unsuccessful. Applicants in possession of a foreign qualification must attach an evaluation certificate form the South African Qualification Authority (SAQA) to their application. 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 a above that of the advertised are free to apply. Please note that no S&T payments will be considered for payment to candidates that are invited for interview. 

CLOSING DATE
23 September 2019

POST 32/205
PROFESSIONAL NURSE-SPECIALTY (ADM) GRADE 1 & 2 REF NO: STC 02/2019 (X1 POST)

SALARY
Grade 1: R383 226 - R444 276 per annum
Grade 2: R471 333 - R579 696 per annum
Other Benefits: 13th Cheque, Medical Aid (optional), Home Owner Allowance (subject to employee meeting prescribed requirements) plus 8% Rural Allowance.

CENTRE
St Chads CHC

REQUIREMENTS
Senior certificate/Grade 12 or equivalent qualification. Diploma/Degree in General Nursing plus Midwifery. One (1) year Post basic qualification in Advanced Midwifery and Neonatal Nursing Science. Current SANC receipt for 2019.Registration with SANC as the General Nurse. Certificate of service endorsed by Human Resource Department Grade 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as a professional nurse with SANC in General Nursing. At least one year Post Basic Nursing qualification in Advanced Midwifery and Neonatal Nursing Science. Current SANC receipt for 2019. Grade 2: A minimum of 14 years appropriate/recognisable experience in nursing after registration as a Professional Nurse with SANC in General nursing .At least 10 years must be appropriate/ recognisable experience after obtaining the one year Post Basic

**DUTIES**

Execute duties and functions with proficiency within prescripts and applicable legislation. Provision of quality patient care through setting of standards, policies and procedures. To provide nursing care that leads to improved service delivery by upholding Batho Pele principles and Patients Rights. Maintain clinical competency by ensuring that scientific principles of nursing are implemented. Ensure and advocate for the provision and supervision of patient’s needs. Improve perinatal mortality and morbidity through implementation of priority programmes e.g. EMTCT, CARMMA, MBFI, ESMOE, BANC. Provide and manage all resources within the unit, cost effectively and ensure optimum service delivery. Participate in the analysis, formulation and monitoring of objectives, policies and procedures including quality improvements programmes. Provide quality nursing care for patients with obstetric emergencies. Ensure the provision of a safe and therapeutic environment for patients, staff and public through implementation of Infection Control and Prevention and control standards, Occupational Health and Safety Act and prevention of medico/legal risks. Create and maintain complete and accurate patient records and registers. Ensure the provision of accurate statistical information for data management. Assist in the implementation of National Core Standards and Ideal Clinic Realization. Provide adequate health education, awareness and be involved in campaigns. Promote women’s, mother and child health. Advocate for the Nursing Profession by promoting Nursing ethics and professionalism. Hours of duty: 40 hours per week, shift work (day and night duty), Shift work may include straight shift and flexi hours and may include re-adjustments as required to provide adequate nursing coverage.

**ENQUIRIES**

Mrs C I Ndlovu Tel No: (036) 637 9600

**APPLICATIONS**

All applications should be forwarded to: The Human Resources Manager St Chads Community Health Centre, Private Bag X 9950 Ladysmith 3370, OR Hand Delivered to Corner Helpmekaar and Ezakheni Main Road, Ezakheni 3381.

**FOR ATTENTION**

Mr S D Mdletshe

**NOTE**

Applications must be submitted on the prescribed Application for employment form (Z83) which is obtainable at any Government OR from website www.kznhealth.gov.za which must be signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, Certified copy of ID document, certified copies of highest educational qualifications (not copies of previously certified copies), and registration with council. The reference number must be indicated in the column provided on the form Z83 (Part A).Persons with disabilities should feel free to apply for the post. NB: Failure to comply with the above instructions will disqualify applications. Please note that due to a large of applications received, applications will not be acknowledged. However, every successful applicant will be advised of the outcome of the application in due course.

The appointment is subject to positive outcome obtained from the State Security Agency (SSA) to the following checks (security clearance/vetting),credit records, citizenship) qualifications of Educational Qualification by SAQA, verification of previous experience from Employers and Verification form Company Intellectual Property Commission (CIPC). Applicants are respectfully informed that, if no notification of appointment is received within 3 months after closing date, they must accept that their applications were unsuccessful. Applicants in possession of a foreign qualification must attach an evaluation certificate form the South African Qualification Authority (SAQA) to their application. 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 that of the advertised are free to apply. Please note that no S&T payments will be considered for payment to candidates that are invited for interview.

**CLOSING DATE**

23 September 2019
POST 32/206 : CLINICAL NURSE PRACTITIONER (GRADE 1-2) REF NO: SMKH 08/2019

SALARY : Grade 1: R383 226 – R444 276 per annum
Grade 2: R471 333 – R444 276 per annum
Basic, 8% inhospitable allowance of basic salary, 13th cheque, Medical Aid (optional), Housing Allowance (employee must meet prescribed requirements).

CENTRE : St Mary’s Kwa-Magwaza District Hospital (Ndundulu Clinic)

REQUIREMENTS : Grade 1: Grade 12/ Senior Certificate. Basic R425 qualification (i.e. Diploma / Degree in General Nursing and Midwifery). Registration certificate with SANC as a Professional Nurse in General Nursing and Midwifery. 1 Year Post Basic Diploma in Clinical Nursing Science, Health assessment, Treatment and Care (PHC). Current registration certificate with SANC in General Nursing and Primary Health Care. Proof of current registration 2019. A minimum of four (4) years appropriate experience after registration as Professional Nurse with the SANC in General Nursing. Grade 2: A minimum of fourteen (14) years actual service and or appropriate / recognizable experience after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of this period must be appropriate/recognizable experience in PHC after obtaining the relevant 1 year post basic required for relevant specialty. Proof of previous and current experience endorsed by Human Resource Department (not certificate of service) knowledge and experience of Public Service Policies, Acts and Regulations. Sound management, negotiation, inter-personal and problem solving skills. Good verbal and written communication skills. Knowledge of Labour Relations and disciplinary procedures. Clinical competencies. Knowledge of nursing care delivery approaches Analytical thinking, decision-making and conflict management skills.

DUTIES : Ensure the provision of nursing care through adequate supervision. Ensure the efficient and effective control of surgical sundries, pharmaceuticals, equipment and miscellaneous stores. Deal with grievances and labour relations issues in the terms of laid down policies/procedures. Ensure the supervision and provision of basic patient needs. Promote preventive and promotive health for clients through outreach and OSS. Evaluate and follow up patients during clinic visits. Initiate treatment, implementation of programmes and evaluations of patients clinical condition. Attend and participate in doctors’ visits. Co-ordinate between hospital and community. Health education of patients, staff and public. Assessing in-service training needs, planning and implementing programs. Assist patients and families to develop a sense of care.

ENQUIRIES : Mrs E T Sithole Tel No: (035) 450 8203
APPLICATIONS : All applications should be posted to: The Chief Executive Officer: St Mary’s KwaMagwaza Hospital Private Bag X808, Melmoth, 3835.
FOR ATTENTION : Human Resource Manager
NOTE : This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department the contents of this Circular Minute must be brought to the notice of all eligible Officers and employees on your establishment of all institutions. Institutions must notify candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply. Directions to Candidates: The following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website www.kznhealth.gov.za. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, certified copies of Qualifications and identity document- not copies of certified copies .The reference number must be indicated in the column provided on the form Z83 and on the back of the envelope, e.g. SMKH 01/2019. NB: failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance ,credit records, qualification, citizenship and previous experience employment verification). Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualification Authority (SAQA) to their applications. Non RSA Citizens /Permanent Residents/Work permits holders must submit documentary proof together with their Applications. Due to the large number of applications, receipt of applications will not be acknowledge. However, correspondence will be limited to shortlisted
candidates only. Please note that due to financial constraints no S&T claims will be considered for payment to the candidates that are invited for an interview. EET: African Male.

CLOSINGDATE : 20 September 2019

POST 32/207 : CLINICAL NURSE PRACTITIONER GR 1 & 2 REF NO: TCHC 03/2019 (X1 POST)

SALARY : Grade 1: R383 226 – R444 276 per annum
Grade 2: R471 333 – R579 696 per annum
13th Cheque. Medical Aid (Optional). Housing allowance (employee must meet prescribed requirements).

CENTRE REQUIREMENTS : Tongaat Community Health Centre
Grade 12/Senior Certificate Degree / Diploma in General nursing and Midwifery plus 1 year post basic qualification in Primary Health Care. Registration Certificate as General Nurse and Primary Health Care Nurse. Current SANC receipt (2019) Previous and current proof of experience endorsed by Human Resource must be attached (with complete dates, months and year). Grade 1: A minimum of 4 years appropriate / recognizable experience in nursing, after registration as a Professional Nurse with SANC in General Nursing and Midwifery. Grade 2: A minimum of 14 years appropriate / recognizable experience in nursing after registration as a Professional Nurse with SANC in General nursing and midwifery of which 10 years must be appropriate / recognizable experience after obtaining the one year post basic qualification in Primary Health Care.

DUTIES : Co-ordinate HAST programme Implement, monitor and evaluate national strategic plan on HIV, STI's and TB. Provide quality comprehensive community health care by promoting preventative, curative and rehabilitative services for the clients and the community. Provide quality Clinical care according to policies/ guidelines. Provide administrative services 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. Execute disciplinary code and grievance procedure at her/his level. Assist on in conducting orientation and induction to all new staff members. Implement and maintain clinical competencies to ensure scientific of nursing process, policies and standards are maintained. Motivate staff regarding development in order to increase level of expertise and assist patients and families to develop a sense of self care. Promote scientific quality nursing care by functioning as a therapeutic team, coordinating between CHC and community and preventing medico-legal hazards. Ensure proper utilization and management of resources. Maintain client satisfaction through quality services, innovation and professional nursing care by holding Batho Pele principles and standards set by the accreditation unit. Ensure that all administrative functions required in the component are performed to the required standards including performance management development system (EPMDS).Encourage research by assisting in departmental projects and always ensuring that the community needs, are taken into account. Ability to handle obstetric and emergencies and high risk conditions. Be able to understand and implement the concept of 90 90 90 strategy. Participation in multidisciplinary teams (OSS) and outreach services with all stakeholders including NGO’s, other governmental departments. Participate on Sub-District assessments of National Core Standards and Ideal Clinics. Be prepared to work under pressure as the CHC operates for 24 hours. Assist the unit manager with overall management and necessary support for effective functioning in the facility. Participate in clinical records audits and monitor priority programs. Advocate for Nursing Professionalism and Ethics.

ENQUIRIES : Mrs P. Moonsamy Tel No: (032) 944 5054 ext.204
APPLICATIONS : Application to be forwarded to: The Human Resource Manager, Tongaat Community Health Centre, Private Bag x07, Tongaat, 4400.

NOTE : Direction to candidate: The following documents must be submitted, Application for employment form (Z83), which is obtainable as any Government Department or from website www.kznhealth.gov.za. Original 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.
Application must be submitted on or before closing date. The reference number must be indicated in the column provided on the form Z83 e.g. TCHC 03/2019. Failure to comply with the above instruction will disqualify applications. Please note that due to the number anticipated, applications will not acknowledge. Correspondence will be limited to short listed candidate only. NB: African Male are encouraged to apply.

CLOSING DATE : 20 September 2019

POST 32/208 : ASSISTANT DIRECTOR: HUMAN RESOURCE MANAGEMENT REF NO: PCHC 08/2019

SALARY : R376 596 per annum. Benefits: 13th Cheque, home owner allowance, and Medical aid optional (Employee must meet prescribed policy requirements)

CENTRE : Phoenix Community Health Centre


DUTIES : Manage Human Resource Practices, Staff Relations, HRD and employee health and wellness in that the institution will deliver sustainable, integrated and coordinated services. Promote sound employer-employee relationship and minimise conflict within institution in line with the vision, mission and core values of the Department of Health. Manage day to day functioning of the Human Resource components in the institution in order to ensure that high quality of service is being provided. Manage day to day functioning of the HRD section in the institution in order to ensure that high quality of training is being provided. Ensure proper implementation of EPMDS within the institution. Ensure that advertising, recruitment, appointment and transfers are in accordance with laid down policies and procedures. Participate in the development, implementation, monitoring and reviewing of skills audit. Oversee and deal with misconduct, discipline and grievance procedure in the institution in terms of Labour Relations Act. Participate in the development of HR strategies and policies. Attend to staff wellness and occupational health and safety of the institution. Develop Human Resource Plan and Equity Plan for the institution and ensure that they are put into practice. Ensure the effective, efficient and economical utilization of resources allocated to the institution including the development to staff. Provide regular inputs towards realization of National Core Standards. Plan monitor and control the use of budget and equipment allocated to HR component.

ENQUIRIES : Dr B.C Badripersad Tel No: (031) 538 0806

APPLICATIONS : Application to be forwarded to: The Human Resource Manager, Phoenix Community Health Centre, Private Bag x007, Mt Edgecombe 4300.

FOR ATTENTION : Mr V.S Mtshali

NOTE : Direction to candidate: The following documents must be submitted, Application for employment form (Z83), which is obtainable as any Government Department or from website www.kznhealth.gov.za. Original 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. Application must be submitted on or before closing date. The reference number must be indicated in the column provided on the form Z83 e.g. PCHC 03/2019. Failure to comply with the above instruction will disqualify applications. Please note that due to the number anticipated, applications will not acknowledge. Correspondence will be limited to short listed candidate only. NB: African Male are encouraged to apply.

CLOSING DATE : 20 September 2019
POST 32/209  :  CLINICAL NURSE PRACTITIONER (OUTPATIENT) (GRADE 1) REF NO: PCHC 07/2019 (X2 POSTS)

SALARY  :  R383 226 per annum. Benefits: 13th Cheque, home owner allowance, and Medical aid optional (Employee must meet prescribed policy requirements)

CENTRE  :  Phoenix Community Health Centre

REQUIREMENTS  :  Senior certificate/Matric or equivalent plus Degree / Diploma in General Nursing, Midwifery plus one year post basic qualification in Primary Health Care. Proof of current registration with SANC as General nursing and Primary Health Care (2019 receipt). Experience: Grade 1: A minimum of 4 years appropriate/ recognizable nursing experience after registration as a Professional Nurse with the SANC in General Nursing. Certificate of service from current / previous employers stamped by HR must be attached: Knowledge, Skills, Attributes and Abilities required: Knowledge of all applicable legislation such as Nursing Acts, Mental Act, OH&S Act, Knowledge of nursing care processes and procedure, Batho Pele Principles and Patients Right Charter, Labour Relations Act, Grievance Procedure etc, Display a concern for patient, promoting and advocating proper treatment , Sound understanding of legislation and related ethical nursing practices within a primary health care environment, Report writing skills, Team building and supervisory skills, Good interpersonal skills. Good sight of procedures and policies pertaining to nursing care, Ability to assist in formulation of patient care related polies.

DUTIES  :  Perform a clinical nursing science in accordance with the scope of practice and nursing standards as determined from a primary health care facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined for a primary health care facility. Demonstrate a basic understanding of nursing legislation and related legal and ethical nursing practices within a primary health care environment Work effectively and amicably at a supervisory level, with person of invet intellectual, culture race or religious differences. Able to manage own work time and that of junior colleagues to ensure proper nursing service in a unit Develop contacts, build and maintain a network of professional relations in order to enhance service delivery. Supervision of patient and provision of basic patient needs eg oxygen, nutrition, elimination, fluids and electrolyte balance, safe and therapeutically environment in the clinic using EDL guidelines. Ensure clinical intervention to client including administering of prescribed medication and ongoing observation of patient 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 utilisation and safe keeping of basic medical, surgical pharmaceutical and stock.

ENQUIRIES  :  Mr MA Ndlovu (Deputy Manager Nursing) Tel No: (031) 538 0808

APPLICATIONS  :  Application to be forwarded to: The Human Resource Manager, Phoenix Community Health Centre, Private Bag x007, Mt Edgecombe 4300.

FOR ATTENTION NOTE  :  Ms H.S Khuzwayo

Direction to candidate: The following documents must be submitted, Application for employment form (Z83), which is obtainable as any Government Department or from website www.kznhealth.gov.za. Original 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. Application must be submitted on or before closing date. The reference number must be indicated in the column provided on the form Z83 e.g. PCHC 02/2018. Failure to comply with the above instruction will disqualify applications. Please note that due to the number anticipated, applications will not acknowledge. Correspondence will be limited to short listed candidate only. NB: African Male are encouraged to apply.

CLOSING DATE  :  20 September 2019

POST 32/210  :  RADIOGRAPHER (GRADE 1, 2 & 3) REF NO: EST/RAD 04/2019 (X1 POST)

SALARY  :  Grade 1: R317 976. – R361 872 per annum
Grade 2: R372 810 – R426 291 per annum
Grade 3: R439 164 – R532 959 per annum
Benefits: 13th Cheque, Medical Aid (Optional) Home Owner Allowance 12% rural allowance (Employee must meet the prescribed requirement).

**CENTRE**: Estcourt District Hospital

**REQUIREMENTS**: Experience: **Grade 1**: Senior Certificate (Grade 12). Required appropriate qualification plus current registration with HPCSA as Diagnostic Radiographer. Minimum of one (1) year relevant experience after registration as a Diagnostic Radiographer with a recognized 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**: Minimum of 10 years’ experience after registration with HPCSA as a Radiographer. Minimum of 11 year relevant experience after registration with HPCSA as a Radiographer in respect of foreign qualified candidates. **Grade 3**: Minimum of 20 years’ experience after registration with HPCSA as a Radiographer. Minimum of 21 years relevant experience after registration with HPCSA as a Radiographer in respect of foreign qualified candidates. Certificate of service must be attached as proof of experience where applicable. Current registration with HPCSA should also be attached Knowledge, skills, training and competences required. Knowledge of relevant Health and Safety policies. Sound planning and organizational skills. Knowledge of Radiation Control and Safety Regulation. Sound communication and problem solving skills. Good interpersonal relations and ability to perform well within a team. Ability to perform basic quality assurance test. Computer literacy and administrative skills.

**DUTIES**: Provide a high diagnostic service according to patient needs. Participate in shift and standby duties including nights, weekends and public holidays. Ensure optimal care of patients. Reception, clerical and darkroom duties as required. Participate in quality assurance and quality improvement programmes. Play a role in institutional radiographic policy making and planning for service improvement. Provide guidance and supervision to Junior Radiographers and staff within the component. To participate and comply with National Core Standards. To participate in quality improvement programmes.

**ENQUIRIES**: P.P. Ndlovu Tel No: (036) 342 7096

**APPLICATIONS**: Should be forwarded to No.1 Old Main Road, Estcourt District Hospital or The Human Resource Department, Estcourt District Hospital, P/Bag X7058, Estcourt, 3310.

**NOTE**: Subsistence and Travelling Claims will not be considered due to financial constraints.

**CLOSING DATE**: 30 September 2019