**ANNEXURE L**

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

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

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### OTHER POSTS

<table>
<thead>
<tr>
<th>POST 01/86</th>
<th>HEAD CLINICAL UNIT (MEDICAL) GRADE 1 REF NO: GS 83/19</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Component</strong></td>
<td>Anaesthesiology</td>
</tr>
</tbody>
</table>

**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 Commuted overtime which is subject to the needs of the Department Employee must sign the commuted overtime contract form.

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

**REQUIREMENTS**:  
FCA (SA) or MMed in Anaesthesia Registration with HPCSA as a “Specialist Anaesthesiologist” 3 year post registration experience as a “Specialist” Recommendations: Experience in managing clinical services in a > 350 bed hospital Proven ability to provide paediatric anaesthesia including to neonates down to 1 kg Proven track record in providing postgraduate teaching Other proven managerial experience Experience in a tertiary environment Track record of academic publications

**DUTIES**:  
Key Performance Areas/Responsibilities: Knowledge, Skills, Experience and Competencies: Possess sound knowledge of Human Resources Management, budgeting, planning, implementation and evaluation, information management and quality assurance programmes. Knowledge of current Health and Public Service legislation, regulations and policy including medical ethics, epidemiology and statistics Good communication, leadership, decision-making and clinical skills Sound knowledge of clinical procedures and protocols within the discipline Assessment, management of patients. Participation in the After Hours call system is essential. Behavioral Attributes: Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationships. Key Performance Areas: Manage the Anaesthetic department of a busy tertiary hospital Participate in the clinical anaesthetic service of a regional/tertiary hospital by:- Providing consultant cover in theatre daily, the ICU and High Care wards Providing after-hour consultant cover in Anaesthetics and the ICU at PMB Metropolitan Hospitals Participating in pre-operative assessment of high-risk patients in the anaesthetic clinic Undertaking development of sub-speciality services at Grey's Hospital Peri-operative Analogical Service Support trauma and resuscitative units 24 Hour Epidural Analogical service in Labour Specialised Surgical Services – cardiac, vascular, thoracic, neurological Participate in outreach programmes for the development of safe anaesthetic services in Grey's Hospital catchment area Participate in the departmental teaching programmes for vocational, post-graduate and nursing staff. Undertake appropriate clinical research and support the research efforts of junior staff the department is a training site for the Nelson Mandela School of Medicine. The occupant of this post will need to take on a significant role in this respect. Provide and ensure effective and efficient managerial and supervisor responsibilities by: Ensuring effective utilisation and placement of staff Maintaining discipline and ensure that staff act with integrity and professionalism within the law. Delegating duties to senior staff without lessening one’s own responsibility and accountability for actions taken on one’s behalf Liaising with hospital management regarding infrastructure needs including financial, physical, equipment, staff and support of the Anaesthetic Department and the ICU Maintain self-development and staff development by CPD and CME activities Co-ordinate participation in Quality Improvement measures by staff Liaise with other Metropolitan hospitals and Medical School as and when necessary in consultation with the Head of Department. Supervision of postgraduate and under graduate training Participate in postgraduate and other relevant academic/and training programmes. Provide support to the Metropolitan Head of Department, in ensuring an efficient standard of patient care and that services are maintained. Assess patients, plan, initiate and supervise medical care management. Ensure the proper and economical use of equipment and other resources

**ENQUIRIES**:  
Dr Z. Farina Tel No: (033) 897 3412
Applications to be forwarded to: The Human Resources Department, Greys Hospital
Private Bag x 9001, Pietermaritzburg, 3200

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 72/19. 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). African Males Are Encouraged to apply. This post will operate in conjunction with other Head Clinical Unit posts in Anaesthesia and Critical Care based in Pietermaritzburg: It is envisaged that these posts will sharing duties and responsibilities across the PMB metropole. NB: This will facilitate optimum service provision in Pietermaritzburg and the relevant drainage area.

CLOSING DATE: 24th January 2020

POST 01/87: HEAD CLINICAL UNIT (MEDICAL) - GRADE 1: REF NO: GS 84/19
Component – ICU- Critical Care

SALARY: R1 728 807 per annum (All-inclusive package), Excluding Commuted Overtime
(Employee Must Meet the Prescribed Requirements)

CENTRE: Greys Hospital, Pietermaritzburg

REQUIREMENTS: Specialist Qualification in a relevant Speciality to Adult Critical Care: eg Anaesthesia, Surgery, Internal Medicine or Emergency Medicine Registration with the Health Professions Council of South Africa as a Specialist: Plus 3 years post-registration experience as a “Specialist” Registration with HPCSA as a Sub Specialist in Critical Care Possession by the applicant of the Certi Recommendation Knowledge, Skills, Training and Competencies: Possess sound knowledge of Human Resources Management, budgeting, implementation and evaluation of quality assurance programs, and information management. Possess knowledge of current Health and Public Service legislation, regulations and policy including medical ethics, epidemiology and statistics have good communication, leadership, decision-making and clinical skills have sound up-to-date knowledge of clinical procedures, protocols and international standards of care within the discipline, including appropriate clinical use of current relevant technology. Be physically available to participate in the Pietermaritzburg Metropolitan Critical Care After Hours call system encompassing Edendale, Grey’s and Northdale Hospitals Be able to efficiently and appropriately assess and manage a broad spectrum of critically ill patients referred from the departments of Surgery, Orthopaedic Surgery, Surgical Specialties, Obstetrics & Gynaecology, and Internal Medicine. Have the ability to critically evaluate new technologies and decide on the cost effective implementation thereof Behavioural Attributes Required Stress Tolerance, Ability to Work as an Integral part of a team, self-confidence, and the ability to build and maintain good relationships with colleagues, nursing staff, allied medical staff and clinicians from other disciplines.

DUTIES: Key Performance Areas: Manage the adult multidisciplinary tertiary Intensive Care Unit (ICU) Grey’s Hospital as a component of the overall Metropolitan Critical Care system of the Pietermaritzburg Department of Anaesthesia, Critical Care and Pain Management. Report to the Head Clinical Department Anaesthesia and Critical Care Grey’s Hospital, to jointly ensure that an efficient and acceptable standard of Critical Care patient services are maintained. Develop and refine Critical Care admission and discharge policies appropriate for Grey’s Hospital, in line with the overall Metropolitan Critical Care policies, to ensure the fair and ethical distribution of ICU resources. Actively participate in, and assist in the progressive development of, training programmes across the Metropolitan Critical Care system to facilitate postgraduate training in Critical Care for Medical Officers, and for Registrars specialising in other clinical disciplines, and for specialists undertaking Certification in Critical Care, and would need to maximize the contribution
of the Grey’s ICU to these training programmes. Accept overall responsibility for the Critical Care management of critically ill patients admitted to the Critical Care Unit of Grey’s Hospital Lead the clinical Critical Care service of a tertiary hospital ICU that functions as part of the Metropolitan Critical Care service by: Personally providing Subspecialist-level consultant cover and clinical leadership for Grey’s Hospital Multidisciplinary ICU. Supervising and directing the clinical work of Specialists undertaking Certification in Critical Care Personally providing (on a rostered duty basis) after-hours Subspecialist consultant cover for the ICU atGrey’s Hospital as well as for other ICUs in the Metropolitan Critical Care system. Assessing pre- and post-admission high-risk patients in the wards, and providing clinical guidance to clinicians referring patients to the ICU at Grey’s Hospital. Liaising with, and working with, the Critical Care services offered by the Department of Paediatrics at Grey’s Hospital on matters of joint relevance to both adult and paediatric critical care. Participating in outreach programmes for the development of Critical Care services within the catchment area of Grey’s Hospital Participating in the teaching programmes co-ordinated by the Pietermaritzburg Department of Anaesthesia, Critical Care and Pain Management for vocational, postgraduate and nursing staff. Undertaking appropriate clinical research and supporting the research efforts of junior staff in the Pietermaritzburg Department of Anaesthesia, Critical Care and Pain Management. Provide and ensure effective and efficient managerial and supervisor responsibilities by: Ensuring effective utilisation and placement of medical staff, and giving guidance for the effective utilization and placement of nursing staff Maintaining discipline and ensuring that staff members act with integrity and professionalism within the law. Delegating duties to senior staff without lessening the incumbent’s own responsibility and accountability for actions taken on the incumbent’s behalf Liaising with hospital management regarding infrastructure needs including financial, physical, equipment, staff and support of the ICU and High Care Maintaining self-development and staff development by CPD and CME activities and participation in postgraduate and other relevant academic/training programmes. Co-ordinating participation in Quality Improvement measures by staff. Ensure the proper and economical use of equipment, consumables and other resources.

ENQUIRIES : Dr Z. Farina- Head Clinical Department Tel No: (033) 8973331
APPLICATIONS: Applications to be forwarded to: The Human Resources Department, Greys Hospital Private Bag x 9001, Pietermaritzburg, 3200
FOR ATTENTION : Mrs. M. Chandulal
NOTE : Directions To Candidates: The following documents must be submitted: 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 84/19. 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). African Males Are Encouraged to apply.

CLOSING DATE : 24 January 2020
POST 01/88 : HEAD CLINICAL UNIT (MEDICAL) PSYCHIATRY REF NO: HCU/PSYCH 01/2019
(POSTX 1)

SALARY : R1 728 807 - R1 834 890 per annum (all-inclusive package). All-inclusive package consist of 70% basic salary and 30% flexible portion that may be structured in terms of applicable rules Other Benefits In-Hospitable Area Allowance (18% of basic salary) Commuted overtime (conditions apply) / the incumbent in the post would be required to enter into performance contract for commuted overtime.

CENTRE : Prince Mshiyeni Memorial Hospital – Psychiatry
REQUIREMENTS : Appropriate qualification that allows for registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist or a recognized sub-speciality (Psychiatry). Certificate of registration with Health Professions Council of South Africa...
(HPCSA) as a Medical Specialist in a normal specialty (Psychiatry). Proof of current registration as a Medical Specialist with HPCSA. Experience: A minimum of three (3) years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in a normal specialty or in a recognized Sub-Specialty. NB: There is no direct appointment to Grade 2. To progress from grade 1 to grade 2 is through grade progression only. Knowledge, Skills, Training and Competencies Sound knowledge and skills associated with the practice of Psychiatry. Ability to diagnose and manage common medical problems including emergencies. Demonstrate the ability to work as a part of a multidisciplinary team. Good communication, leadership, interpersonal and decision making qualities. Knowledge of current Health Legislation and policies at Public Institutions. Knowledge and skill of handling of staff wellness and labour relation issues.

**DUTIES**

Key Performance Areas: Assist senior medical manager for the rendering quality service of medical department Manage and supervise the psychiatric care in the institution. Provide in-patient and out-patient clinical services. Assist with undergraduate and post-graduate training. Maintain clinical, professional and ethical conduct. Administrative responsibilities. Provide and supervise effective and efficient specialist consultant care at a regional level within the scope of acceptance and current practices in order to facilitate optimal health care provision. Training staff and promote on-going staff development in accordance with individual and departmental needs. Maintain satisfactory clinical, professional and ethical standards in the department. Performance of overtime duties is a requirement (after hours and weekends).

**ENQUIRIES**

DR M Aung Tel No: (031) 907 8317/8304

**APPLICATIONS**

Applications should be posted to: The Human Resource Department, Prince Mshiyeni Memorial Hospital, Private Bag X07, Mobeni, 4060

**FOR ATTENTION**

Mrs TZ Makanya

**NOTE**

NB: Please note that due to financial constraints, there will be no payment of S&T Claims.

**CLOSING DATE**

24 January 2020

**POST 01/89**

CLINICAL MANAGER (MEDICAL) GRADE 1 REF NO: CMM/ORTHO 01/2019 (POST X1)

**SALARY**

Grade 1: R1 173 900 – R1 302 849 per annum (All-inclusive package consist of 70% basic salary and 30% flexible portion that may be structured in terms of applicable rules Other Benefits In-Hospitable Area Allowance (18% of basic salary) Commuted overtime (conditions apply) / the incumbent in the post would be required to enter into performance contract for commuted overtime.

**CENTRE REQUIREMENTS**

Prince Mshiyeni Memorial Hospital – Orthopaedics

MBCHB degree or equivalent qualification plus Certificate of registration with Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Proof of current registration as a Medical Practitioner with HPCSA. Experience: Experience: Clinical Manager: Medical Grade 1: The appointment to grade 1 requires appropriate qualification, registration certificate plus 3 years’ experience after registration with HPCSA as a Medical Practitioner. NB There is no direct appointment to grade 2. To progress from Grade 1 to 2 is through grade progression only. Knowledge, Skills, Training and Competencies Sound knowledge and clinical skills in the holistic management of Orthopaedic trauma and pathology. Ability to supervise and teach junior staff. Good communication, interpersonal and management skills. Sound professional and ethical values and a concern for excellence

**DUTIES**

Key Performance Areas: Direct, supervise and evaluate work activities of Medical Officers, registrars and medical interns Discuss, assist and consult with Head Clinical Unit (HCU) regarding service delivery issues, enhance public relations, coordinate activities and plans and promote health programmes Monitor and develop improvement plans regarding clinical output, new services and cost containment strategies Be responsible for clinical governance of medical services Offer a comprehensive quality care service to patients Effectively manage administrative functions; and coordinate regular meetings with surgical team. Optimally supervise, instruct and train junior personnel, including Registrars Render outreach and support services to other levels of care in our drainage areas Participate in academic activities at undergraduate and postgraduate level as required Participate in continuing medical education, as required by the Health Professions Council of South Africa. Participate and manage the staff
labour relation when there is conflict among medical staff Delegating gathering of statistics to relevant persons

ENQUIRIES : Dr Arw Mungherera Tel No: (031) 907 8319/8303
APPLICATIONS : Applications should be posted to: The Human Resource Department, Prince Mshiyeni Memorial Hospital, Private Bag X07, Mobeni, 4060
FOR ATTENTION : Mrs TZ Makanya
NOTE : Please note that due to financial constraints, there will be no payment of S&T Claims.
CLOSING DATE : 24 January 2020

POST 01/90 : MANAGER – MEDICAL SERVICES REF NO: GJC 02/2020 (X1 POST)
(Re-advertised)

SALARY : R1 173 900 per annum (all-inclusive package) Other Benefits: 13th cheque, rural allowance of 22% annual salary and commuted overtime

CENTRE : GJ Crookes Hospital

REQUIREMENTS : Senior Certificate. Appropriate qualification in Health Science MBCHB. Current registration with HPCSA as a Medical Officer. 3 years’ experience after registration with the HPCSA as a Medical Officer, 2 years of which must be in management or supervision. Certificate of service and verification of experience from Human Resources on an official letterhead must be attached to the application. Knowledge: Knowledge and understanding of relevant Acts, Policies and regulations used in the KZN department of health. Sound management, negotiation, planning, interpersonal, conflict management and problem solving skills. Policy formulation skills. Good communication skills (written and verbal) and computer literacy. Good team building and leaderships skills. Sound planning and organizing skills. Decision making skills and sound planning and organization skills.

DUTIES : Provision of a safe, ethical, legal and high quality medical care at GJ Crookes Hospital and attached Clinics. Provide support to all medical, therapeutically and professional staff. Formulate policies and procedures for medical services and ensure that these are in accordance with the current statutory regulations and guidelines. Manage Clinical risks, provide clinical governance and ensure hospital efficiency. Maintain discipline and deal with grievances and labour relations issues in terms of the laid down policies and procedures in Medical and Allied Health sections. Participate in the Human Resources strategies in the institution and in the unit to ensure that development, training and continued education of staff is achieved. Management of financial resources and ensuring cost effective service delivery. Formulate strategic plans in keeping with the requirements of the institution. Deputise the Chief Executive Officer as required. Monitor and implement quality improvement plan. Monitor and evaluate patients care delivery. Monitor and manage staff performance. Monitor and implement medical equipment management plan. Performing clinical duties as the situation demands.

ENQUIRIES : Dr. B Shange Tel No: (039) 978 7001
APPLICATIONS : Should be posted to: The Acting Human Resource Manager, GJ Crookes Hospital, Private Bag X5501, Scottburgh, 4180
FOR ATTENTION : Mr. JL Majola
NOTE : Application for Employment Form (form Z83), which is obtainable at any Government Department or from the website – www.kznhealth.gov.za. Certified copies of educational qualifications – not copies of certified copies, curriculum vitae, certified copy of Identity Document, certified copy of driving licence. The reference number must be indicated in the column provided on the Z83. The appointment is subject to the positive outcome obtained from the NIA to the following checks: (security checks, Credit records, qualification, citizenship and previous experience verifications). Please note that due to the large number of applications received, applications will not be acknowledged, however, please be informed that if no notification of appointment is made within three months of the closing date applicants should accept that their application was unsuccessful.
CLOSING DATE : 24 January 2020 at 16h00

POST 01/91 : MEDICAL SPECIALIST – ANAESTHESIOLOGY (GRADE 1, 2, 3) REF NO: GS 85/19 (X2 POSTS)
The purpose of the post is to develop advanced anaesthetic skills. The facility to spend 6 months focusing on Paediatric Anaesthesia mostly at Grey’s Hospital, and another 6
months focusing on Critical Care within the first two years of employment will be built into the job description of this post.

**SALARY**

Grade 1: R1 106 040, per annum (all inclusive package) consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules Plus Commuted overtime which is subject to the needs of the department. Incumbents will have to sign the commuted overtime contract form. Rural allowance 18% of basic salary (when posted at Edendale Hospital)

Grade 2: R1 264 623 per annum (all inclusive package) consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules Plus Commuted overtime which is subject to the needs of the department. Incumbents will have to sign the commuted overtime contract form. Rural allowance 18% of basic salary (when posted at Edendale Hospital)

Grade 3: R1 467 651 per annum (all inclusive package) consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules Plus Commuted overtime which is subject to the needs of the department. Incumbents will have to sign the commuted overtime contract form. Rural allowance 18% of basic salary (when posted at Edendale Hospital)

**CENTRE**

Greys Hospital, Pietermaritzburg

**REQUIREMENTS**

Senior Certificate (Matric) MBCHB or equivalent qualification registered with the HPCSA FCA (SA) or MMed (Anaes) Plus Current or pending registration with HPCSA as a Specialist anaesthesiologist Recommendation knowledge, Skills and Experience: Sound clinical knowledge within the department of Anaesthesiology. Good communication and human relations Sound knowledge of clinical procedures and protocols within the discipline Assessment and management of patients. Behavioural Attributes Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationships. **Grade 1:** Experience: Not applicable; Registration with the HPCSA as a Medical Specialist in Anaesthetics **Grade 2:** Experience: 5 Years appropriate experience as Medical Specialist after registration with HPCSA in Anaesthesics. **Grade 3:** Experience: 10 Years appropriate experience as a Medical Specialist after registration with the HPCSA in Anaesthesics.

**DUTIES**

Key Performance Areas: To execute duties and functions with proficiency, to support the aims and objectives of the institution that are consistent with standards of patient care and to perform duties/functions that fall within the reasonable prescripts of acceptable legislation. Accept responsibility for administration of anaesthesia Willingness to participate in the after-hours call system, with an undertaking to sign a contract to participate in 16 hours commuted overtime per week, is essential. Overtime work will encompass both Critical Care and Anaesthesia call cover at any of the three hospitals in the PMB metropole Liaise with other Metropolitan hospitals and Medical School as and when necessary, in consultation with the Head of Department Supervision of postgraduate and undergraduate training Participate in postgraduate and other relevant academic/and training programmes. Provide support to the Head of Department, in ensuring an efficient standard of patient care and services are maintained. Assess patients, plan, initiate and supervise medical care management. Ensure the proper and economical use of equipment and other resources This is a metropolitan post and the incumbent will be expected to be available for work at any of the metropolitan hospitals (Grey’s, Northdale and Edendale) Willingness to rotate through ICU for up to 6 months is essential Candidates must remain within 30 minutes of the relevant PMB Hospital during all periods of on call at that hospital

**ENQUIRIES**

DR Zane Farina: Tel No: (033) 897 3412

**APPLICATIONS**

to be forwarded to: The Human Resources Department, Greys Hospital Private Bag x 9001, Pietermaritzburg, 3200

**FOR ATTENTION**

Mrs. M. Chandulal

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 85/19. 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 checks (security clearance, credit records, qualifications, citizenship and previous employment verifications and verification from the Company Intellectual Property (CIPC). African Males Are Encouraged To Apply. NB: This post would be suitable for candidates who have recently passed their specialist examinations and completed registrar time. In the event that a candidate who is eligible for specialist registration but has not received such registration from the council is successful, the appointment will be at their current salary level, with an upgrade to Specialist Grade 1 once registration is received.

**CLOSING DATE** : 24 January 2020

**POST 01/92** : MEDICAL OFFICER – (GRADE 1, 2, 3) REF NO: GS 82/19 (X1 POST)

Component – Emergency Department

**SALARY** :

Grade 1: R821 205 per annum
Grade 2: R938 964 per annum
Grade 3: R1 089 693 per annum (All inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, Commuted Overtime and its group is subject to the needs of the Department, in which case the incumbent will have to sign a Commuted Overtime Contract form)

**CENTRE** : Greys Hospital, Pietermaritzburg

**REQUIREMENTS** :

MBCHB Degree plus Current registration with the Health Professions Council of South Africa as a Medical Practitioner BLS, ACLS, ATLS

**Grade 1**: Experience: Not Applicable. Foreign qualified candidates require 1 year relevant experience after registration as a Medical Practitioner with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service, as required in South Africa.

**Grade 2**: Experience: 5 years appropriate experience as a Medical Officer after registration with the HPCSA as a Medical Practitioner. Foreign candidates require 6 years relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service as required in South Africa.

**Grade 3**: Experience: 10 years’ experience after registration with the HPCSA as a Medical Practitioner. Foreign qualified candidates require 11 years relevant experience after registration as a Medical Practitioner with a recognized foreign health professional council in respect of foreign qualified employees of whom it is not required performing community service as required in South Africa. Recommendation: Dip PEC would be an added advantage Knowledge, Skills And Experiences Sound clinical and patient management skills; Ability to diagnose and manage all emergencies (Adult and Paediatric) and in all disciplines; Knowledge and skills in emergency care, trauma, including emergency diagnostic and therapeutic procedures; Disaster, outbreak and risk management; Triaging and patient scheduling; Information management; ICD10 coding; death notification and certifications; RAF; WCA; J88; Quality assurance programs; Ability to work under stress and maintain a good working relationship at all times with all stakeholders, including public/private sector; Good time management skills, meeting tight deadlines, punctuality; Excellent communication skills (verbal and written); Knowledge of current health and public service legislation, regulations and policy, and medical ethics

**DUTIES** :

Key Performance Areas: Clinical responsibility in Emergency Medicine Participation in afterhours overtime duties is compulsory Processing of medical reports (including J88 forms, WCA, RAF, etc.) timeously. Management reports, e.g. statistics of patients managed, classification of cases, etc. Maintain accurate medical Records. Managing complaints effectively Compulsory attendance and participating in audits, M&M meetings, etc. Adhering to existing policies and procedures Participate actively in disaster management Work as part of a team within the Pietermaritzburg Metropolitan Complex Hospitals The following Learning opportunities are available: -Supervision by an Emergency Physician with on the floor teaching -Evidence based protocol driven management -Opportunity to conduct research in the unit -Preparation to enter the Fellowship or Diploma in Emergency Medicine -The unit is accredited for Diploma and Registrar Training

**ENQUIRIES** : DR P. Ramraj: Tel No: (033) 897 3172

**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 82/19. 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 checks (security clearance, credit records, qualifications, citizenship and previous employment verifications and verification from the Company Intellectual Property (CIPC). African Males Are Encouraged To Apply.

CLOSING DATE: 24 January 2020

POST 01/93: MEDICAL OFFICER GRADE 1 REF NO: MAN 13/2019 (04 POSTS)

SALARY: Grade 1: R821 205 per annum Grade 2: R938 964 per annum Grade 3: R1 089 693 per annum (All –Inclusive Package) 22% Rural allowance Plus commuted/fixed overtime.

CENTRE: Manguzi Hospital - (KwaZulu - Natal)

REQUIREMENTS: Matric certificate, MBCHB Degree, Current registration with HPCSA as a Medical Practitioner Medical Officer Grade 1: Registration with HPCSA as a Medical Practitioner. Foreign candidates require 1 year relevant experience after registration with a recognized foreign health professional Council, of whom it is not required to perform Community Service Medical Officer Grade 2: Minimum of 5 years’ experience after registration with the HPCSA as a Medical Practitioner post-Community Service. 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 Medical Officer Grade 3: Minimum of 10 years’ experience after registration with HPCSA as a Medical Practitioner post-community service. Foreign candidates require 11 years relevant experience after registration with a recognized foreign health professional council, of whom it is not required to perform Community Service Experience in surgery/orthopaedics and/or obstetrics and anaesthetics will be a recommendation. After registration as a Medical Practitioner with recognized Foreign Health Professional Council in respect of foreign of Qualified employees of whom it is not required to perform Community Service as required in South Africa and Certificate of service from previous employer is compulsory, verification of employment from current employer, which must be endorsed and signed by Human Resources Manager. Knowledge, Skills, Training, And Competencies Required Broad medical knowledge, including HIV and TB, paediatrics, surgery, obstetrics & gynaecology, orthopaedics, psychiatry, emergency medicine and anaesthetics. Ability to perform Cesarean sections Laparotomy for ectopic pregnancy Ability to perform general anaesthesia for above will be an advantage. Documented proof of the above should be attached Good communication and interpersonal skills. Willingness to teach and supervise junior doctors and students. Knowledge of applicable legislation, and national quality standards relating to primary health care

DUTIES: Key Performance Areas: Consultation, diagnosis and treatment of patients in outpatients, casualty, wards and attached clinics. Implementation of required standards of care, including treatment protocols and guidelines Referral to higher levels of care when indicated. Participation in duty rosters. Performance of required administrative duties Facilitation of staff training and on-going medical education Collaboration with medical practitioners and other health care workers in neighboring health institutions to promote an effective district health service

ENQUIRIES: Dr. M.Blaylock Tel No: (035) 5920150

APPLICATION: The Human Resources Manager, Manguzi Hospital, Private Bag X 301 .Hand delivered applications may be submitted at Human Resource office Manguzi Hospital, Hospital Road, Kwangwanase, 3973

FOR ATTENTION: Mr. N.T. Ngubane
NOTE : All short-listed candidates for SMS posts will be subjected to a Technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the Selection panel will recommend candidate to attend generic Managerial competency assessments (in compliance with the DPSA) Directive on the implementation of competency based assessment. Applications should be submitted on form Z83 obtainable from any Public Service Department and should accompanied by a CV (Previous experience must be comprehensively detailed) and certified Copies of qualification certificates (including Senior Certificate/ Grade 12 certificate regardless of the qualification requirement indicated in the advert), service certificates, including ID and driver’s licence. No faxed or e-mailed applications will be considered. Applications received after the closing date and those that do not comply with the requirements will not be considered. It is the applicant's responsibility to have foreign qualifications and national certificates (where applicable) evaluated by the South African Qualification Authority (SAQA). The Department reserves the right not to fill the Posts. The successful candidate will be subjected to personnel Suitability checks and other vetting procedures. Applicants are respectfully informed that correspondence will be limited to short-listed candidates only. If notification of an interview is received within three (3) months after the closing date, candidates may regard their application as unsuccessful. The Department will not be liable where applications use incorrect/no reference number(s) on their applications. NB: Doctors who will have completed their Community Service by 31 December 2019 may apply.

CLOSING DATE : 24 January 2020

POST 01/94 : MEDICAL OFFICER (OBSTETRICS & GYNAECOLOGY) GRADE 1-3 REF NO: PMMH/MO/O&G/03/2019 (POSTS X2)

SALARY : Grade 1: R821 205 - R884 670 per annum (all-inclusive package)
Grade 2: R938 964 - R1 026 693 per annum (all-inclusive package)
Grade 3: R1 089 693 - R1 362 366 per annum (all-inclusive package All-inclusive package consist of 70% basic salary and 30% flexible portion that may be structured in terms of applicable rules Other Benefits In-Hospitable Area Allowance (18% of basic salary) Commuted overtime (conditions apply)/the incumbent in the post would be required to enter into performance contract for commuted overtime.

CENTRE : Prince Mshiyeni Memorial Hospital – Obstetrics & Gynaecology

REQUIREMENTS : MBCHB degree or equivalent qualification plus Certificate of registration with Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Proof of current registration as a Medical Practitioner with HPCSA. Community Service doctors who are completing their service may also apply however the appointment of successful applicants will be subject to the provision of proof of HPCSA registration as an Independent Medical Practitioner Experience: Medical Officer Grade 1: No experience required The appointment to grade 1 requires 1 year relevant experience after registration as a 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. Medical Officer Grade 2: 5 years appropriate experience as a Medical Practitioner after registration with HPCSA as a Medical Practitioner. The appointment to Grade 2 requires a minimum of six years (6) relevant experience after registration as a Medical Practitioner with a 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. Medical Officer Grade 3: 10 year's registration experience as a Medical Officer after Registration with HPCSA as a Medical Practitioner The appointment to Grade 3 requires a minimum of eleven years (11) relevant experience after registration as a 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 Community Service doctors who are completing their service may also apply however the appointment of successful applicants will be subject to the provision of proof of HPCSA registration. Knowledge, Skills, Training and Competencies Sound clinical knowledge, competency and skills in a clinical domain. The ability to work under supervision within a large team environment Good communication, leadership, interpersonal, and supervisory skills. Ability to manage patients independently, diligently, responsibility and engage when necessary. Knowledge of current health policies,
DUTIES : Key Performance Areas: To execute duties and functions with proficiency, to support the aims and objectives of the Institution that consistent with standards of patient care. Accept responsibility for the management of patients admitted to the Department. Assist in the preparation and implementation of guidelines and protocols. Participate in academic and training programmes. Sound clinical knowledge with regard to Obstetrics and Gynaecology. Ability to deal with all medical emergencies. Knowledge of ethical medical practice. Assist with clinical audits; participate in academic meetings. Provide support to the Head of Department in ensuring an efficient standard of patient care and services is maintained.

ENQUIRIES : Dr NR Maharaj Tel No: (031) 907 8111 or (083) 797 8111
APPLICATIONS : Applications should be posted to: The Human Resource Department, Prince Mshiyeni Memorial Hospital, Private Bag X07, Mobeni, 4060
FOR ATTENTION : Mrs J Murugan
NOTE : Please note that due to financial constraints, there will be no payment of S&T Claims.
CLOSING DATE : 24 January 2020

POST 01/95 : ASSISTANT MANAGER NURSING (OBSTETRICS, GYNAE & PAEDIATRIC) REF NO.: MS/12/2019 (01 POSTS)
Institution Mseleni Hospital 
Re Advertisement

SALARY : R614 991 per annum Plus 13th cheque, Medical Aid (Optional) Home Owner Allowance (Employee Must meet prescribed requirements) Plus 12% Rural Allowance.

REQUIREMENTS : Diploma/Degree in Nursing or equivalent qualification that allows registration with SANC as a Professional Nurse. Post basic Nursing qualification with at least one (1) year accredited with SANC in one of the specialty referred above. Minimum of ten (10) years appropriate/recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing. At least six (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. Certificate of service endorsed by Human Resource Component. Recommendation Qualification in Nursing Administration. Knowledge, Skills, Training and Competencies Required. Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues including more complex report writing when required. Work as part of a multi-disciplinary team at unit level to ensure good nursing care by nursing team. Work efficiency and amicably at a supervisory level with persons of diverse intellectual cultural racial or religious difference. Able to manage own work, time and that of junior colleague’s to ensure proper nursing service in the unit. Demonstrate and in-depth understanding of nursing legislation and related legal and ethical nursing practice and how this impacts on service delivery.

DUTIES : Key Performance Areas: Implement and co-ordinate Maternal 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-disciplinary team. Maintain a plan to improve the quality of Maternal and Child Care. Monitor Employee Performance Management and Development System (EPMDS). Supervise the provision of nursing care services by staff nurses and enrolled nursing assistants in maternity. Ensure the observation of in-patients on a 24 hour basis and that appropriate intervention processes are initiated timeously. Ensure effective implementation of the ANC/PNC Policy. Ensure effective utilization of all resources in the department.

ENQUIRIES : MRS. T.R Sibisi Tel No: (035) 574 1004
APPLICATION NOTE : should be forwarded to: The Assistant Director HRM Mseleni Hospital P.O Sibhayi 3967
The following documents must be submitted:-Application for Employment Form (Z.83), which is obtained from any Government Department OR from website – www.kznhealth.gov.za Certified copy of matric certificate (grade 12) and other qualifications – not copies of certified copies. Curriculum Vitae Certified ID copy the reference number must be indicated in the column provided on the form Z.83 e.g.
reference number MS/12/2019 NB: Failure to comply with above instruction will disqualify applicants. The appointment is subject to positive outcome obtained from the NIA to the following checks: (security checks, credit records, qualification, citizenship and previous experience verifications). Please note that due to large number of applications anticipated, applicants will not be acknowledged, however, they will be advised of the outcome of their applications, in due course.

**CLOSING DATE**: 24 January 2020

**POST 01/96**: OPERATIONAL MANAGER NURSING SPECIALTY (OPERATING THEATRE) REF NO.: MS/14/2019 (01 POST)

**SALARY**: R562 800 per annum other benefits plus 13th cheque (Medical Aid (Optional) Home Owner Allowance (Employee must meet prescribed requirements) & 12% Rural Allowance

**REQUIREMENTS**: Diploma /Degree in Nursing or equivalent qualification that allows registration with South African Nursing Council (SANC) as General Nurse. Post – basic qualification in Operational Theatre Technique with at least one year registration with South African Nursing Council (SANC). A minimum of nine (9) Years appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least five (5) years of the period referred to above must be year’s appropriate/recognizable experience in the specific speciality (Operational Theatre) after obtaining the one (1) year post basic qualification in Operating Theatre. Proof of previous and current work experience (Certificate of Service/s) endorsed and stamped by HR must be attached. Recommendations Valid Driver’s License. Computer Literacy Knowledge, Skills and Competencies Knowledge of South African Nursing Council (SANC) rules and regulations Knowledge of Public service policies, Acts and regulations Sound Knowledge of scope of Practice Good communication, leadership, interpersonal and problem solving skills Decision making and problem solving skills Conflict Management and negotiation skills Knowledge of code of conduct and Labour relations Knowledge of Batho Pele Principles and Patient Right Charter Ability to plan and organise own work and ensure proper nursing care

**DUTIES**: Key Performance Areas: Provision of Quality Nursing care through the implementation of standards, policies and procedures coupled with supervision and monitoring the implantation thereof To participate in Quality Improvement Plan and Clinical audit Oversee CSSD Component Identity, develop and control Risk Management systems within the unit Uphold the Batho Pele and Patients’ Rights Principles Provide safe therapeutic environment as laid by the nursing act, Occupation Health and Safety act and all the applicable prescripts Maintain accurate and complete patient’s records according to legal requirements Implementation and management of Infection Prevention and Control protocols Manage and supervise effective utilization of all resource in your component Exercise control over dripline, grievances and Labour relation issues according to the laid down policies procedures Participate in the performance reviews, i.e. EPMDS as well as student progress reports

**ENQUIRIES**: MRS. T.R Sibisi Tel No: (035) 574 1004

**APPLICATION NOTE**: should be forwarded to: The Assistant Director HRM Mseleni Hospital P.O Sibhayi 3967 The following documents must be submitted:-Application for Employment Form (Z.83), which is obtained from any Government Department OR from website – www.kznhealth.gov.za Certified copy of matric certificate (grade 12) and other qualifications – not copies of certified copies. Curriculum Vitae Certified ID copy The reference number must be indicated in the column provided on the form Z.83 e.g. reference number MS/12/2019 NB: Failure to comply with above instruction will disqualify applicants. The appointment is subject to positive outcome obtained from the NIA to the following checks: (security checks, credit records, qualification, citizenship and previous experience verifications) Please note that due to large number of applications anticipated, applicants will not be acknowledged, however, they will be advised of the outcome of their applications, in due course.

**CLOSING DATE**: 24 January 2020
POST 01/97  : OPERATIONAL MANAGER PHC SPECIALTY: REF NO: SAHMOB 06/2019 (3 POSTS)

SALARY  : R562 800 per annum Other Benefits: 13th cheque, 12% rural allowance, home owners allowance (employee must meet prescribed requirements)

CENTER  : ST Andrews Hospital – Mobile PHC

REQUIREMENTS  : Diploma/Degree in General Nursing and Midwifery PLUS 1 year post basic qualification in Primary Health Care as per R212 SANC Regulations. Current registration with SANC as a General Nurse, Midwife and Primary Health Care Nurse. A minimum of 9 years appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in general nursing of which at least 5 years must be appropriate/recognisable experience after obtaining the one year post basic qualification in Primary Health Care. A valid driver’s license. Knowledge, Skills and Competencies: Knowledge of Nursing care processes and procedures, nursing statutes, and other relevant legal frameworks. Leadership, organizational, decision making and problem solving abilities within the limit of the public sector and institutional policy framework, Interpersonal skills including public relations, negotiating, conflict handling and counseling skills, Financial and budgetary knowledge pertaining to the relevant resources under management ,Insight into procedures and policies pertaining to nursing care, Computer skills in basic programs

DUTIES  : To plan, organize and monitor the objectives of the unit in consultation with subordinates. Provision of Quality Nursing Care through the implementation of National core standards, policies and procedures coupled with supervision and monitoring the implementation thereof. To provide a therapeutic environment to staff, patients and the public. To effectively manage the utilization and supervision of resources. Coordination of the provision of effective training and research. Maintain professional growth/ethical standards and self-development. Coordinate optimal, hostilic, specialised nursing care with set standards and within a professional/legal framework. Implementation and management of Infection Control and Prevention Protocols. Maintain accurate and complete patient records according to legal requirements. To participate in quality improvement programmes and Clinical Audits. Participate in staff, student and patient training. Monitor the implementation of EPMDS. Exercise control over discipline, grievance and labour relation issues according to the laid down policies and procedures. Identify, develop and control Risk Management systems within the unit. Uphold the Batho Pele and Patients’ Rights Principles. Implementation of programmes for prevention. Detection and treatment on non-communicable diseases and illnesses. Develop policies and protocols to improve triaging and resuscitation techniques. Monitor and improve emergency services rendered in the department.

ENQUIRIES  : MRS VV Ncume Tel No: (039) 4331955 EXT 286

APPLICATIONS  : Should Be Forwarded: The Chief Executive Officer. St Andrews Hospital, Private Bag X1010 Harding, 4680. Or Hand Delivery: 14 Moodie Street, Harding 4680.

FOR ATTENTION  : Human Resource Manager

NOTE  : People with Disabilities and African Male Are Encouraged To Apply

CLOSING DATE  : 24 January 2020

POST 01/98  : OPERATIONAL MANAGER PHC SPECIALTY: REF NO: SAHMBOTH0 07/2019 (1 POST)

SALARY  : R562 800 per annum Other Benefits: 13th cheque, 12% rural allowance, home owners allowance (employee must meet prescribed requirements)

CENTER  : ST Andrews Hospital – Mbotho Clinic

REQUIREMENTS  : Diploma/Degree in General Nursing and Midwifery Plus 1 year post basic qualification in Primary Health Care as per R212 SANC Regulations. Current registration with SANC as a General Nurse, Midwife and Primary Health Care Nurse. A minimum of 9 years appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in general nursing of which at least 5 years must be appropriate/recognisable experience after obtaining the one year post basic qualification in Primary Health Care. Knowledge, Skills and Competencies: Knowledge of Nursing care processes and procedures, nursing statutes, and other relevant legal frameworks. Leadership, organizational, decision making and problem solving abilities within the limit of the public sector and institutional policy framework, Interpersonal skills including public relations, negotiating, conflict handling and counseling skills, Financial and budgetary
knowledge pertaining to the relevant resources under management. Insight into procedures and policies pertaining to nursing care, Computer skills in basic programs

DUTIES
To plan, organize and monitor the objectives of the unit in consultation with subordinates.

Provision of Quality Nursing Care through the implementation of National core standards, policies and procedures coupled with supervision and monitoring the implementation thereof. To provide a therapeutic environment to staff, patients and the public. To effectively manage the utilization and supervision of resources. Coordination of the provision of effective training and research. Maintain professional growth / ethical standards and self-development. Coordinate optimal, holistic, specialised nursing care with set standards and within a professional/legal framework. Implementation and management of Infection Control and Prevention Protocols. Maintain accurate and complete patient records according to legal requirements. To participate in quality improvement programmes and Clinical Audits. Participate in staff, student and patient training. Monitor the implementation of EPMDS. Exercise control over discipline, grievance and labour relation issues according to the laid down policies and procedures. Identify, develop and control Risk Management systems within the unit. Uphold the Batho Pele and Patients’ Rights Principles. Implementation of programmes for prevention. Detection and treatment on non-communicable diseases and illnesses. Develop policies and protocols to improve triaging and resuscitation techniques. Monitor and improve emergency services rendered in the department

ENQUIRIES
MRS VV Ncume Tel No: (039) 4331955 EXT 286

APPLICATIONS
Should Be Forwarded: The Chief Executive Officer. St Andrews Hospital, Private Bag X1010 Harding, 4680. Or Hand Delivery: 14 Moodie Street, Harding 4680.

FOR ATTENTION
Human Resource Manager

NOTE
People with Disabilities and African Male Are Encouraged To Apply

CLOSING DATE
24 January 2020

POST 01/99
OPERATIONAL MANAGER (SPECIALITY) PSYCHIATRY, REF NO: OMSPEC/PSYCH/2019
Employment Equity for the Post Is: African Male

SALARY
R562 800 – 633 432 per annum Plus 13th Cheque, Medical Aid: Optional, Housing Allowance (Employee must meet minimum requirements)

CENTRE
Addington Hospital: Kwazulu Natal

REQUIREMENTS
Degree/Diploma in General Nursing and Midwifery. Registration Certificate with SANC as a General Nurse and Midwife. Degree/Diploma – Post Basic qualification – Advance Psychiatry Nursing Science. Post Basic registration certificate accredited by SANC in the relevant Speciality: Advance Psychiatry Nursing Science. Current registration receipt with SANC. In-Service applicants to produce SAQA verification, may be requested from your Human Resource Dept. Certified copies of certificates of service stating relevant experience as a Professional Nurse AND Professional Nurse (Speciality) experience in Psychiatry. Updated Curriculum Vitae with email address indicated. Experience: A minimum of 9 years appropriate recognisable experience in nursing after registration as a Professional Nurse with SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/Recognisable experience in the specific speciality after obtaining the 1 year post-basic qualification in the relevant speciality. Recommendation: At least 1 – 2 years’ Supervisory experience in a Psychiatric Unit. Must be indicated on certificate of service. Degree/Diploma in Nursing Management would be an advantage Knowledge, Skills, Training and Competence Required: Knowledge of nursing care processes and procedures. Knowledge of nursing status and relevant legal framework. Knowledge of Human Resource Policies. Operational Management, co-ordination, networking liaison skills. Good communication, interpersonal relations, problem solving, conflict management skills. Sound knowledge of disciplinary processes and grievance procedures. Planning and organizing report writing skills. People management and financial management skills. Change management. Knowledge of Occupation Health and Safety, infection control, medical waste and risk assessment and Mental Health Care Act and team building supervisory skills. Basic computer literacy skills

DUTIES
Key Performances Areas: Manage and lead the unit in rendering efficient and professional nursing care as laid down by the Nursing Act. Engages in clinical assessment of Mental Health Care Users in a specialised Psychiatric setting. Work effectively, co-operatively, amicably at supervisory level with person of diverse
intellectual cultural racial or differences. Ensure provision of optimal, holistic, specialised care in accordance with laws and regulations relevant to nursing and health care in the Unit. Participate in training and research with a view to increase body of knowledge in a specialised psychiatric setting. Implement standards, practices, criteria and indicators for quality nursing practices. Maintain constructive working relationships with nursing and other stakeholder’s i.e inter-professional and multi-disciplinary team work. Exercise control and account for expenditure by managing and monitor utilization of human, financial and material resources. Participate in the analysis, formulation and implementation of nursing guideline, practices, standards and procedures. Manage effectively the utilization and supervision of human, financial, physical and material resources and services manage the disciplinary and grievance matters including monitoring and managing from absenteeism in terms of laid down policies and procedures. Maintain professional growth/ethical standards and development of self and personnel, by analyzing their needs, formulating and implementing the training and developmental strategies and monitoring its effectiveness. Ensure performance reviews for all staff in the unit i.e. EPMDS. Participate in health promotion and illness prevention initiatives within the Institution. Hours Of Duty: 40 Hours per week. Shift work – Day and Night duty.

ENQUIRIES : Ms T Wanda Tel No: (031) 327 2000
APPLICATIONS : All applications to be posted to: Recruitment, Human Resource Dept, Addington Hospital, P O Box 977 Durban, 4000 Or dropped off in the Application Box at Security, Staff Entrance, Prince Street, South Beach, Durban.
NOTE : Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, certified copies of certificates, Identity Document (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. NB: Failure to comply with the above instructions will disqualify applicants. Faxed and e-mailed applications will NOT be accepted. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. Please note that due to the large financial constraints no S & T and settlement claims will be considered for payment to candidates that are invited for the interview. Note: Employment Equity: Preference will be given to the following candidates as per Employment Equity target: African Male. Any person with disability regardless of race and gender.

CLOSING DATE : 24 January 2012
POST 01/100 : OPERATIONAL MANAGER (SPECIALITY): PHC OR ADM, OR EMERGENCY AND TRAUMA REF NO: STC 07/2019 (01 POST)
Component: Emergencies, Minor Ailments Child and Adult, Crisis Centre, MOU, CSSD, CTOP
Re-Advertisement
SALARY : R562 800 - R633 432 per annum Other Benefits: 13th Cheque, housing allowance (employee must meet prescribed conditions) Medical Aid (optional) and 8% Rural Allowance
CENTRE : St Chads CHC
REQUIREMENTS : Grade 12 or Senior Certificate. Diploma/Degree in General Nursing and Midwifery. One (1) year Post basic qualification in one of the relevant specialty, i.e. Clinical Nursing Science Health Assessment Diagnosis Treatment and Care (PHC), Diploma in Midwifery and Neonatal Nursing Science or Trauma and Emergency Nursing Science accredited by the South African Nursing Council. Proof of registration with the SANC as General Nurse and Midwifery for 2020. A minimum of 9 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in General Nursing. 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. Proof of current and previous experience; certificate of service
Knowledge of policy directives information the provision of State Security Agency (SSA) to the Work Permit holders must submit documentary proof together with their applications. Non-Good verbal and written communication.

For Attention:
Knowledge of nursing care process and procedures, and other legal framework. Good verbal and written communication and report writing skills. Decision making and problem solving skills. Conflict management and negotiation skills.

DUTIES

Provide comprehensive; quality nursing care to patient/client in a specialty unit in a cost effective manner. Assist in planning, organizing and monitoring of objectives of the specialized unit. Manage all resources within the unit effectively and efficiently to ensure optimum service delivery. Work as part of multidisciplinary team to ensure good nursing care. Ensure compliance with all National, Provincial and professional rules and regulations and other prescripts in order to render a safe patient service and improve client satisfaction. Carry out EPMDS evaluation of staff; formulate training programs and participate in the training orientation and development of staff. 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. Attend different meetings as required. Provide for a safe; therapeutic and hygienic environment. Ability to recognize medical, surgical emergencies and obstetric emergencies and refer appropriately. Analyze the operational imperatives set in the National PHC package service and ensure that all programmes are in place and indicators meets the targets. Participate in outreach services/health promotions, disease prevention and support Sukuma Sakhe initiative. Ensure establishment of highly motivated; well developed and adequate Health Care workforce and promote Nursing Ethics and Professionalism. Provision of quality comprehensive patient care in line with ideal clinic, realization NHI, NCS and Batho Pele principles. Ensure data management implementation and monitoring. Hours of Duty 40 hours per week Shift work (day or night) guided by service delivery needs. 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 Tele 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: Certified copies should not be older than three months. 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: 27 January 2020
POST 01/101

OPERATIONAL MANAGER (SPECIALITY) REFNO: STC 01/2020 (01 POST)

Components: Limehill Mobile Clinic

SALARY

R562 800 - R633 432 per annum Other Benefits 13th Cheque, housing allowance (employee must meet prescribed conditions) Medical Aid (optional) and 8% Rural Allowance

CENTRE

St Chads CHC

REQUIREMENTS

Grade 12 or Senior Certificate. Diploma/Degree in General Nursing and Midwifery. One (1) year Post basic qualification in one of the relevant specialty i.e. Clinical Nursing Science Health Assessment Diagnosis Treatment and Care (PHC), Proof of registration with the SANC as General Nurse and Midwifery for 2020. A minimum of 9 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in General Nursing. 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. Proof of current and previous experience; certificate of service endorsed by HR. Endorsed Code 8 Drivers License. Recommendation: Diploma in Nursing Administration. Computer literacy. Knowledge, skills, training and competencies required: Knowledge of nursing care process and procedures, nursing statutes and other relevant legal framework. Knowledge of policy directives information the provision of Primary Health Care. Good verbal and written communication. Decision making and problem solving skills. Conflict management and negotiation skills. Project management skills.

DUTIES

Provide comprehensive; quality nursing care to patient/clients in a mobile clinic in a cost effective manner. Assist in planning, organizing and monitoring of objectives of the mobile clinic. Manage all resources within the unit effectively and efficiently to ensure optimum service delivery. Work as part of multidisciplinary team to ensure good service delivery. Ensure compliance with all National, Provincial and professional rules and regulations and other prescripts in order to render a safe patient service and improve client satisfaction. Carry out EPMDS evaluation of staff, formulate training programs and participate in the training orientation and development of staff. 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. Attend different meetings as required. Provide for a safe; therapeutic and hygienic environment. Ability to recognize medical, surgical emergencies and obstetric emergencies and refer appropriately. Analyze the operational imperatives set in the National PHC package service and ensure that all programmes are in place and indicators meets the targets. Participate in outreach services/health promotions, disease prevention and support Sukuma Sakhe initiative. Ensure establishment of highly motivated, well developed and adequate Health Care workforce and apply consequence management and promote Nursing Ethics and Professionalism. Provision of quality comprehensive patient care in line with ideal clinic realization NHI, Norms and Standards and Batho Pele principles. Ensure data management. Hours of duty 40 hours per week.

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 registered 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: Certified copies should not be older than three months. 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 from 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**: 27 January 2020

**POST 01/102**: OPERATIONAL MANAGER NURSING – ENSINGWENI CLINIC REF NO: CBH13/2019 (01 POST)

**SALARY**: R562 800 – R633 432 per annum

**Other Benefits**: Medical Aid: optional/Housing Allowance: criteria to be met/13th Cheque 8% Rural Allowance

**CENTRE**: Catherine Booth Hospital

**REQUIREMENTS**:
- Standard 10 or Grade 12. Degree/Diploma in General Nursing and Midwifery. A minimum of 9 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 year Post Basic Qualification in Primary Health Care. Current SANC receipt Proof of current and previous experience endorsed and stamped by the employer/s must be attached.
- Good report writing and time management skills. Understanding of nursing legislation, ethical nursing practices and how these impacts on service delivery. Good communication, interpersonal relations, counselling, conflict management skills and decision making. Knowledge of all applicable legislations such as Nursing Acts, Mental Act, OH&S Act, Batho Pele etc. Principles and Patients’ Rights Charter, Labour Relations Act, Grievance Procedures and Finance policies etc. leadership, organizational, decision making and problem solving, conflict handling and counselling Co-ordination and planning skills. Ability to assist in formulation of patient care related policies. Computer skills.

**DUTIES**:
- Leadership, development of capacity and supervision of PHC and engage all stakeholders. HR management. Ensure National PHC Package is implemented and monitored in all areas. Facilitate, ensure and monitor service integration and stakeholder, DOH partners and other Government Departments involvement. Monitor implementation of all programs and ensure that targets are met. Ensure effective and efficient utilization of resources. Advocate for resources at managerial level and input into the budget for PHC in the service area.

**ENQUIRIES**:
- Mrs PZ Mbonambi Tel No: (035) 474 8402

**APPLICATIONS**:
- All applications should be forwarded to: Catherine Booth Hospital: Private Bag x105, Amatikulu, 3801 or Hand deliver to: KwaKhoza Reserve, Ezingwenya Area, UMlalazi Municipality Ward15, Amatikulu, 3801

**NOTE**:
- Preference will be given to African Male
- The following documents must be submitted: Application for employment form (Z83), obtainable at any Public Service Department or from the website www.kznhealth.gov.za, Matric certificate, identity document, copy/copies of highest qualification(s), Proof of registration, Proof of citizenship if not RSA citizen (all certified copies must be not more than three months old), A comprehensive CV indicating three reference persons: Names and contact numbers. Reference checks will be done on nominated candidate(s), Security checks, security vetting, qualification verification and criminal checking. Note: Failure to comply with all of the above mentioned directions to candidate(s) will result in your application not being considered. Please note that due to the large number of applications we envisage to receive; only shortlisted candidates will

**CLOSING DATE**: 27 January 2020

**POST 01/103**: OPERATIONAL MANAGER NURSING (SPECIALTY STREAM - PAEDIATRICS) REF NO: OMN/PAEDS 01/2019 (X1POST)

**SALARY**: R562 800 – R633 432 per annum

**Other Benefits**: GEHS (conditions apply) 13th Cheque (conditions apply) Medical Aid (Optional) in- hospital Area Allowance (8% of basic salary)

**CENTRE**: Prince Mshiyeni Memorial Hospital
REQUIREMENTS : Basic R425 qualification (i.e Diploma/Degree in Nursing) that allows registration with the 'South African Nursing Council' (SANC) as a “Professional Nurse” A post basic qualification in 'Child Nursing Science' with duration of at least 1 year, accredited with the SANC A minimum of 9 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognizable nursing experience in the specialty (Child Nursing Science) after obtaining the one year post basic qualification in 'Child Nursing Science' Certificates of Registration with the SANC (General Nursing and relevant post basic qualification). Proof of current registration with SANC (2019) Knowledge, Skills Training And Competencies Required: Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices. Possess communication skills for dealing with patients, supervisors and other members of the multidisciplinary team including the writing of reports when required. Good human relations displaying a concern for patients, promoting and Advocating proper treatment and care including a willingness and awareness to respond to patient's needs, requirements and expectations (Batho Pele) demonstrate a basic understanding of HR and Financial policies and practices. Demonstrate basic computer literacy as a support tool to enhance service delivery. Ability to plan and organize own work, time and that of support personnel to Ensure proper nursing care in the unit.

DUTIES : Key Performance Areas: Manage and co-ordinate the implementation of holistic, comprehensive, specialised nursing care in the Paediatric nurse component, in conjunction with team members, within a professional and legal framework. Ensure the maintenance of quality care standards in the Paediatric services. Manage, supervise, guide staff and keep records and statistics as required. Manage assets, consumables, and services effectively. Manage and support education, in-service training, and orientation and practice development initiatives in the area. Maintain professional growth and ethical standards. Provide relief services within the team and provide after hour cover and work shifts as required. Participation in training and research. Provision of support to nursing services. Maintain professional growth/ethical standards and self-development. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient needs, requirements and Work as part of a multi-disciplinary team to ensure good nursing care that is cost Effective, equitable and efficient.

ENQUIRIES : Ms TN Khumalo Tel No: (031) 907 8133
APPLICATIONS : should be posted to The Human Resource Department, Prince Mshiyeni Memorial Hospital, Private Bag X07, Mobeni, 4060
FOR ATTENTION : Mrs TZ Makanya
CLOSING DATE : 24 January 2020
NOTE : NB: Must be prepared to work shift as per allocation; includes night shift, weekends and Public Holidays. NB: Please note that due to financial constraints, there will be no payment of S&T Claims.

POST 01/104 : OPERATIONAL MANAGER NURSING (GUMENE CLINIC) REF NO: PHO OMN/2019

SALARY : Grade 1: R562 800 – R633 432 per annum plus 13th cheque, 8% rural allowance, Home owners allowance employee must meet prescribed requirements), Medical Aid (optional).

CENTRE : Pholela CHC
REQUIREMENTS : Standard 10 /senior certificate (grade 12), Degree/National Diploma in General Nursing Science and Midwifery, Plus One (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Diagnosis, Treatment and Care (PHC). A minimum of nine (9) years appropriate/recognizable experience in Nursing after registration as a Professional Nurse of which five (5) years must be an appropriate/recognizable experience after obtaining a one (1) year post basic qualification in PHC. Current registration with SANC (2019). Knowledge, Skill And Abilities: Legal framework governing the nursing professional and the health system, Leadership ,management and supervisory skills, Ability to work in multidisciplinary team setting, Good communication skills, Ability to work maintain meaningful relationship with a diverse community, Knowledge of Human Resource management, Knowledge of Public Service legislation ,Regulations and Policies, Program planning, Knowledge of procedures and policies pertaining to nursing care, Knowledge of EPMD and national core standards.
**DUTIES**: Supervision of all PHC services within the clinic. Supervision of Community Care Givers and the program itself, (analysis of data elements), Supervision of Family Health and School Health Team (if available), Supervision. Mentoring and coaching of Phila Mntwana Centre. Be proactive and responsible in improving the health standards through implementing the strategies that will comply with National Core Standards, Ideal clinic. Provision of quality comprehensive health care. Analyze the operational imperatives set in the National PHC package of services, National Health Norms and Standard, Provincial strategic plans, policies and guidelines, Monitor PHC outputs and services on a monthly basis to review performance, Evaluate PHC services in terms of standard outcomes and impact indicators, by analysis of data, Participating in outreach services, Overlooking of community projects. Advocate for the resources at management level and have input into the budget for the institution, Ensure effective, efficient and economical use of allocated resources. Conduct peer reviews within the facility and develop QIP. Ensure effective and efficient management of Human Resource.

**ENQUIRIES**: Ms. B.M. Maphanga Tel No: (039) 832 9488.

**APPLICATION**: Direct your application quoting the relevant reference number to: The Human resources office, Pholela CHC, Private Bag x502, Bulwer 3244 hand delivered application at Human Resource Department on or before the closing date at 16:00.

**FOR ATTENTION**: Mr. SL Dlozi.

**NOTE**: An Application for Employment form (Z83) must be completed and forwarded it is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Certified copies of ID documents, std 10 or Grade 12, educational qualifications, certificates of service and professional registration certificates (not copies of certified copies) and proof of current registration must be submitted together with your CV. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref PHO/05/2018. Please note that Failure to comply with the above instructions will disqualify applicants. Please note that the selected candidates will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to final constraints, there will be no payment of S&T claims.

**CLOSING DATE**: 24 January 2019

**POST 01/105**: CLINICAL NURSE PRACTITIONER (MMC ROVING TEAM) REF NO: PHO/2019.

**SALARY**: Grade 1: R562 800 – R633 432 per annum plus 13th cheque, 8% rural allowance, Home owners allowance (employee must meet prescribed requirements): R383 226.00 13TH cheque), Medical Aid (optional).

**CENTRE**: Pholela CHC

**REQUIREMENTS**: Senior certificate (grade 12), Degree/Diploma in General Nursing, Midwifery plus 1 year post basic qualification in Primary Health Care. Proof of registration with SANC (2019 receipt). Previous work experience/Certificate of service endorsed by your Human Resource Department (to be attached to application). Valid driver’s license code 08 or 10. Knowledge , Skill And Abilities Knowledge of all applicable legislations such as Nursing Acts, Mental Act, OH&S Act, Batho Pele Principles and Patients’ Rights Charter, Labour Relations Act, Grievance Procedures etc. Leadership, organizational, decision making and problem solving, conflict handling and counseling. Co-ordination and planning skills. Team building and supervisory skills. Good interpersonal relationship skill. Good insight of procedures and policies pertaining to nursing care. Ability to assist in formulation of patient care related policies.

**DUTIES**: Provide quality comprehensive Primary Health Care by providing promotive, preventative, curative and rehabilitative services for the clients and community. Ensuring proper utilization and safekeeping basic medical equipment, surgical pharmaceutical and stock. Assist in orientation, induction and monitoring of all nursing staff. Provide direct and indirect supervision of all nursing staff and to give guidance. To provide nursing care that leads to improved health service delivery by upholding principles of Batho Pele. Execute duties and functions with proficiency and perform duties according
to scope of practice. Implement infection control standards and practices to improve quality of nursing care. Ensure proper implementation of National Core Standards, quality and clinical audits. Improve the knowledge of staff and patients through health education and in service training. Implement standards, practices criteria for quality nursing. Maintain a constructive working relationship with nursing and other stakeholders. Supervision of patients’ reports and intervention, keeping a good valid record on all client interventions. Ensuring proper utilization of Human, material and financial resources and keeping up to date records of resources. Ability to plan and organize own work and that of support personnel to ensure proper nursing care in the clinic. Motivate junior staff regarding development in order to increase level of expertise and assists patients to develop a sense of self-care. Strengthen data systems and treatment outcomes by assisting and capturing on Tier.net Assist with capturing patients on patient registration (HPRS) system. Support the realization and maintenance of Ideal Clinic Programmes in the facility. Conduct outreach services (school health and ECD visits) at required intervals in your catchment area.

ENQUIRIES
APPLICATION
FOR ATTENTION
NOTE
CLOSING DATE
POST 01/106
SALARY
CENTRE
REQUIREMENTS
DUTIES

ENQUIRIES : Mrs. T.G.O. Sikhakhane Tel No: (039) 832 9488.
APPLICATION : Direct your application quoting the relevant reference number to: The Human resources office, Pholela CHC, Private Bag x502, Bulwer 3244 hand delivered application at Human Resource Department on or before the closing date at 16:00.
FOR ATTENTION : Mr. SL Dlozi.
NOTE : An Application for Employment form (Z83) must be completed and forwarded it is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Certified copies of ID documents, std 10 or Grade 12, educational qualifications, certificates of service and professional registration certificates (not copies of certified copies) and proof of current registration must be submitted together with your CV. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref PHO/05/2018. Please note that Failure to comply with the above instructions will disqualify applicants. Please note that the selected candidates with be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening Due to the large number of applications we receive, receipt of applications will not be knowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to final constraints, there will be no payment of S&T claims.
CLOSING DATE : 24 January 2019
POST 01/106 : CLINICAL PROGRAMME COORDINATOR (MCWH) REF NO: ETH 01/2020
SALARY : Grade 1: R444 276 per annum 13th Cheque, home owner’s allowance, employer’s contribution to pension and Medical aid optional (Employee must meet prescribed conditions)
CENTRE : EThekwini District Office.
DUTIES : Ensure implementation of maternal health strategies. Co-ordinate, facilitate and monitor implementation of MCHW programme in line with the District Health Plan. Monitor the
implementation of strategies contained in the Health Programme Plan. Ensure implementation of maternal health strategies. Coordinate and facilitate child health services. Provide support and ensure integration of sexual and reproductive health services in the facilities including reviving the Family planning services and dual protection is promoted. Coordinate implementation of EPI Programme and HPV Campaign. Provide support to health facilities to increase access to HAART for Pregnant Women and improving Post Natal Care. Promote appropriate infant and young child feeding practices. Strengthen implementation of PCR, tracking of positive one for ART initiation. Monitor indicators which ensure health practices in the facilities. Plan organised and conducts community rallies and events that convey health messages and practices which support the health programme strategies.

ENQUIRIES: Ms ES Mbambo - Deputy Director Clinical & Programmes Tel No: (031) 2405313
APPLICATIONS: Direct your application quoting the relevant reference number to: The Human Resource Manager Ethekwini District Office, 83 King Cetshwayo Highway, Mayville, Durban, 4000 or be posted to: The Human Resource Manager, Ethekwini District Office, Private Bag X 54138, Durban, 4000.

FOR ATTENTION: Mr TA Mthethwa Human Resource Practices
NOTE: 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 all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply. Direction 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 certificates, Identity document and Driving License – not copies of certified copies. The Circular minute number must be indicated in the column (part A) provided therefore on the Z83 form. 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). Due to the large number of applications, receipt of applications will not be acknowledged. However, every applicant will be advanced of the outcome of his/her application, in due course. Please note that No Faxed, E-mailed or late applications will be accepted and considered.

CLOSING DATE: 24 January 2020

POST 01/107: CLINICAL PROGRAMME COORDINATOR HIV/AIDS (HCT, STI & HTA) REF NO: ETH 02/2020 (X2 POSTS)

SALARY: Grade 1: R444 276 per annum 13th Cheque, home owner's allowance, employer's contribution to pension and Medical aid optional (Employee must meet prescribed conditions)

CENTRE: Ethekwini District Office


DUTIES: Ensure that clinical audits are conducted at a Sub-District level. Provide support, guidance and mentoring to health facilities with an aim of improving quality of patient care. Ensure that an orientation and induction programme is in place for newly appointed
midwives. Ensure Programme integration into Sukuma Sakhe Objectives. Compile monthly, quarterly and annual reports and forward to Supervisor and respective Provincial Managers; Ensure HAST Programmes implementation (ART/CCMT/HTS/TB and HIV integration in the district. Analyze emerging health practices and trends and introduce remedial action in conjunction with health care specialists. Plan, organize and conduct community rallies and events that convey health messages and practices which support health programme strategies. Participate in the formulation of the District HAST operational and business plans. Monitor budget allocated for ART/CCMT/HTS. Participate in activities aimed at fully integrating HIV and AIDS programmes to the main stream of PHC services. Facilitate and hold district HAST quarterly meetings. Support facility and sub- district HAST meetings. Facilitate and conduct regular meetings with NGOs supporting the programme with the assistance of the HIV and AIDS trainer. Coordinating trainings and updates for NGOs and Health Care Workers. Promote preventive and promotive health services through community structures and organizations. Work in close collaboration with other stakeholders to implement the HAST programme. Ensure implementation and monitoring of integrated TB and HIV information systems in the district.

ENQUIRIES : Ms ES Mbambo - Deputy Director Clinical & Programmes Tel No: (031) 2405313
APPLICATIONS : Direct your application quoting the relevant reference number to: The Human Resource Manager Ethekwini District Office, 83 King Cetshwayo Highway, Mayville, Durban, 4000 or be posted to: The Human Resource Manager, Ethekwini District Office, Private Bag X 54138, Durban, 4000.
FOR ATTENTION : Mr TA Mthethwa Human Resource Practices
NOTE : 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 all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply. Direction 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 certificates, Identity document and Driving License – not copies of certified copies. The Circular minute number must be indicated in the column (part A) provided therefore on the Z83 form. Failure to comply with the above instructions will be disqualified 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). Due to the large number of applications, receipt of applications will not be acknowledged. However, every applicant will be advanced of the outcome of his/her application, in due course. Please note that No Faxed, E-mailed or late applications will be accepted and considered.

CLOSING DATE : 24 January 2020
POST 01/108 : PROFESSIONAL NURSE SPECIALITY – (MARTENITY) GRADE 1 TO 2 REF NO: GJGM 37/2019 (X1 POST)
Component: Maternity
Re – Advertisement
SALARY : Grade 1: R383 226 per annum Plus 8% rural allowance
Grade 2: R471 333 per annum Plus 8% rural allowance Benefits: 13th Cheque, home owner’s allowance, and Medical aid optional (Employee must meet prescribed policy requirements)
CENTRE : GJG Mpanza Regional Hospital
REQUIREMENTS : Grade 1 Diploma in General Nursing and Diploma in Midwifery Plus Advanced Midwifery. Proof of registration with SANC (2019 receipt) A minimum of 4 years appropriate/recognizable experience after registration as a Professional Nurse with SANC in General Nursing. Grade 2 A minimum of 14 years appropriate recognizable experience in Nursing after registration as a professional nurse with SANC in General Nursing. At least 10 years of the period referred to the above must be appropriate/recognisable experience in the specific specialty after obtaining the one year Post – Basic qualification in Maternity. Attach proof of working experience endorsed by HR Department.Knowledge, skills training and competencies required: Knowledge of Nursing Care, Processes and procedures, Nursing statutes, and other relevant Legal
frameworks, such as Nursing Acts, Health Act, Patient Right Charter, Batho Pele Principles, Public Service Regulations, Disciplinary Code and Procedures in the Public Service. Leadership, Organizational, Decision Making, Problem Solving and interpersonal Skills within the limits of the public Sector. Personal attitudes, responsiveness, professionalism, supportive, Assertive and must be a Team player.

DUTIES:
Provision of optimal, holistic specialized nursing care with set standards and within a professional/ legal frame. Ensuring clinical nursing practice by the nursing team in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Ensure accurate record keeping for statistics purposes. Ensure adherence to principles of IPC practices in the unit. Assess and identify the relationship between normal physiological and specific system alterations associated with problems, disorders and treatment in pregnancy, labour, puerperium and neonates. Plan management according to identified problems. Implement plan of action in emergency situations according to protocols and guidelines. Evaluate the response to management. Participate in training, monitoring and research with a view to increasing the body of knowledge in the midwifery practice. Assist Doctors in Management of Obstetric Emergencies. Demonstrate an in depth understanding of legislation and related ethical nursing practices and how this impact on service delivery.

ENQUIRIES:
Mrs D.S Khanyezi (Assistant Nursing Manager O&G) Tel No: (032) 437 6040

APPLICATIONS:
Applications to be forwarded to: Postal Address: Human Resources Department, The Human Resource Manager, GJG Mpanza Regional Hospital, Private Bag X10609, Stanger 4450, Physical address: The Human Resource Department, Corner of Patterson & King Shaka Street

FOR ATTENTION:
Mr S. Govender

NOTE:
Directions to Candidates: The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za Originally signed Z83 must be accompanied by a detailed CV and originally recently certified copies of highest educational qualification/s (not copies of certified copies) of required educational qualifications set out in the advertisement plus certified I.D Copy, Updated Curriculum Vitae. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. GJGM17/2019 .NB: Failure to comply with the above instruction will disqualify applicants. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post(s). NB: Due to the severe budget constraints, the department is experiencing, S&T will not be paid to any candidate that is attending the interview process.

CLOSING DATE:
31 January 2020

POST 01/109:
CLINICAL NURSE PRACTITIONER GRADE I & 2 REF NO: PHO/CNP 2/2019 (x2 POSTS UNDERBERG MOBILE CLINIC AND GQUMENI CLINIC)

SALARY:
Grade 1: R383 226 – R444 276 per annum
Grade 2: R471 333 – R579 696 per annum, plus 13th cheere, 8% rural allowance, Home owners allowance (employee must meet prescribed requirements), Medical Aid (optional):

CENTRE:
Pholela CHC.

REQUIREMENTS:
Grade 1: Senior certificate grade 12 or Standard 10, Degree/Diploma in General Nursing Science and Midwifery plus, (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC). Proof of registration with SANC (2019 receipt) as General Nurse and Primary Health Care. Previous work experience/Certificate of service endorsed by your Human Resource Department (to be attached to application). A minimum of 4 years appropriate/recognizable nursing experience as a General Nurse. Grade 2: Senior certificate grade 12 or Standard 10. Degree/Diploma in General Nursing Science and Midwifery plus, (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC). Proof of registration with SANC (2019 receipt) as General Nurse and Primary
Health Care. Previous work experience/ Certificate of service endorsed by your Human Resource Department (to be attached to application). A minimum of 14 years appropriate/recognizable nursing experience after registration as a General Nurse with SANC of which 10 years of the period must be appropriate/recognizable PHC experience after obtaining a one year post basic qualification in Primary Health Care. Knowledge, skill and abilities Knowledge of all applicable legislations such as Nursing Acts, Mental Act, OH&S Act, Batho Pele Principles and Patients' Rights Charter, Labour Relations Act, Grievance Procedures etc. Leadership, organizational, decision making and problem solving, conflict handling and counseling. Good listening and communication skills. Co-ordination and planning skills. Team building and supervisory skills. Good interpersonal relationship skills. Good insight of procedures and policies pertaining to nursing care. Ability to assist in formulation of patient care related policies.

DUTIES:

Provide quality comprehensive Primary Health Care by providing promoting preventative, curative and rehabilitative services for the clients and community. Ensuring proper utilization and safekeeping of basic medical equipment, surgical pharmaceutical and stock. Assist in orientation, induction and monitoring of all nursing staff. Provide direct and indirect supervision of all nursing staff and to give guidance. To provide nursing care that leads to improved health service delivery by upholding principles of Batho Pele. Execute duties and functions with proficiency and perform duties according to scope of practice. Implement infection control standards and practices to improve quality of nursing care. Ensure proper implementation of National Core Standards, quality and clinical audits. Improve the knowledge of staff and patients through health education and in service training. Implement standards, practices criteria for quality nursing. Maintain a constructive working relationship with nursing and other stakeholders. Supervision of patients’ reports and intervention, keeping a good valid record on all client interventions. Ensuring proper utilization of Human, material and financial resources and keeping up to date records of resources. Ability to plan and organize own work and that of support personnel to ensure proper nursing care in the clinic. Motivate junior staff regarding development in order to increase level of expertise and assists patients to develop a sense of self-care. Strengthen data systems and treatment outcomes by assisting and capturing on Tier.net. Assist with capturing patients on patient registration (HPRS) system. Support the realization and maintenance of Ideal Clinic programmes in the facility. Conduct outreach services (school health and ECD visits) at required intervals in your catchment area.

ENQUIRIES:

Ms. B.M. Maphanga Tel No: (039) 832 9488.

APPLICATION:

Direct your application quoting the relevant reference number to: The Human resources office, Pholela CHC, Private Bag x502, Bulwer 3244 hand delivered application at Human Resource Department on or before the closing date at 16:00.

FOR ATTENTION:

Mr. SL Dlozi.

NOTE:

An Application for Employment form (Z83) must be completed and forwarded it is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Certified copies of ID documents, std 10 or Grade 12, educational qualifications, certificates of service and professional registration certificates (not copies of certified copies) and proof of current registration must be submitted together with your CV. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref PHO/05/2018. Please note that Failure to comply with the above instructions will disqualify applicants. Please note that the selected candidates with be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening Due to the large number of applications we receive, receipt of applications will not be knowledge. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to final constraints, there will be no payment of S&T claims.

CLOSING DATE:

24 January 2019
POST 01/110 : CLINICAL NURSE PRACTITIONER REF NO: SAHMBONWA 08/2019 (01 POST)

SALARY : Grade 1: R383 226 per annum  
Grade 2: R471 333 per annum  
Other Benefits: 13th cheque, 12% rural allowance, Home owners allowance (employee must meet prescribed requirements), Medical Aid (Optional)

CENTRE : ST Andrew’s Hospital: Mbonwa Clinic

REQUIREMENTS : Senior Certificate. Degree/Diploma in General Nursing and Midwifery plus 1 year post basic qualification in Primary Health Care. Registration with SANC as a General Nurse, Midwifery and Primary Health Care Nurse. Grade 1: Experience: A minimum of 4 years appropriate/recognizable experience in nursing after registration as Professional nurse with SANC in general nursing. Grade 2: Experience: A minimum of 14 years appropriate/reco gnizable experience in nursing after registration as a Professional Nurse with SANC in general nursing, of which at least 10 years must be appropriate/recognizable experience after obtaining the one year post basic qualification in Primary Health Care. 

Skills: Knowledge of nursing care and processes and procedures, Basic knowledge of Public service regulations, Disciplinary code, human resource policies, hospital generic and specific policies. Leadership, supervisory and good communication skills, Team building and cross cultural awareness

DUTIES : To provide nursing care that leads to improved health service delivery by upholding principles of Batho Pele. To execute duties and functions with proficiency and perform duties according to scope of practice. Ensuring supervision and provision of basic needs viz. oxygen supply, nutrition, elimination, fluid and electrolyte balance and a safe and therapeutic environment. Implement infection control standards and practices to improve quality nursing care. Ensure proper implementation of National Core Standards, quality and clinical audits. Improve the knowledge of staff and patients through health education and in-service training. Implement standards, practices criteria for quality nursing. Maintain a constructive working relationship with nursing and other stakeholders. Ensuring clinical interventions to the clients including giving of prescribed medications and doing ongoing observation to patients. Supervision of patient reports, intervention and keeping a good valid record on all client interventions. Ensuring proper utilization of Human, material and financial resources and keeping up to date records of resources.

ENQUIRIES : Mrs VV Ncume Tel No: (039) 4331955 EXT 286

APPLICATIONS should be forwarded: The Chief Executive Officer. St Andrews Hospital, Private Bag x1010 Harding, 4680. or Hand Delivery: 14 Moodie Street, Harding 4680.

FOR ATTENTION : Human Resource Manager

NOTE : People with disability and African male are encouraged to apply

CLOSING DATE : 24 January 2020

POST 01/111 : CLINICAL NURSE PRACTITIONER REF NO: SAHMEADOW 09/2019 (01 POST)

SALARY : Grade 1: R383 226 per annum  
Grade 2: R471 333 per annum  
Other Benefits: 13th cheque, 12% rural allowance, Home owners allowance (employee must meet prescribed requirements), Medical Aid (Optional)

CENTRE : ST Andrew’s Hospital: Meadowsweet Clinic

REQUIREMENTS : Senior Certificate. Degree/Diploma in General Nursing and Midwifery plus 1 year post basic qualification in Primary Health Care. Registration with SANC as a General Nurse, Midwifery and Primary Health Care Nurse. Grade 1: Experience: A minimum of 4 years appropriate/recognizable experience in nursing after registration as Professional nurse with SANC in general nursing. Grade 2: Experience: A minimum of 14 years appropriate/reco gnizable experience in nursing after registration as a Professional Nurse with SANC in general nursing, of which at least 10 years must be appropriate/recognizable experience after obtaining the one year post basic qualification in Primary Health Care. 

Skills: Knowledge of nursing care and processes and procedures, Basic knowledge of Public service regulations, Disciplinary code, human resource policies, hospital generic and specific policies. Leadership, supervisory and good communication skills, Team building and cross cultural awareness

DUTIES : To provide nursing care that leads to improved health service delivery by upholding principles of Batho Pele. To execute duties and functions with proficiency and perform duties according to scope of practice. Ensuring supervision and provision of basic needs
of patients viz. oxygen supply, nutrition, elimination, fluid and electrolyte balance and a safe and therapeutic environment. Implement infection control standards and practices to improve quality nursing care. Ensure proper implementation of National Core Standards, quality and clinical audits. Improve the knowledge of staff and patients through health education and in-service training. Implement standards, practices criteria for quality nursing. Maintain a constructive working relationship with nursing and other stakeholders. Ensuring clinical interventions to the clients including giving of prescribed medications and doing ongoing observation to patients. Supervision of patient reports, intervention and keeping a good valid record on all client interventions. Ensuring proper utilization of Human, material and financial resources and keeping up to date records of resources.

ENQUIRIES : Mrs VV Ncume Tel No: (039) 4331955 EXT 286
APPLICATIONS : should be forwarded: The Chief Executive Officer. St Andrews Hospital, Private Bag x1010 Harding, 4680. or Hand Delivery: 14 Moodie Street, Harding 4680.
FOR ATTENTION : Human Resource Manager
NOTE : People with disability and African male are encouraged to apply
CLOSING DATE : 24 January 2020

POST 01/112 : CLINICAL NURSE PRACTITIONER (PHC) GRADE 1 & 2 REF NO: STC 02/2020 (01 POST)

SALARY
Grade 1: R383 226 - R444 276 per annum
Grade 2: R471 333 - R579 969 per annum Other Benefits 13th Cheque, housing allowance (employee must meet prescribed conditions) Medical Aid (optional) and 8% Rural Allowance

CENTRE REQUIREMENTS : St Chads CHC
Senior certificate or Grade 12.Degree/Diploma in General Nursing and Midwifery. Current registration certificate with SANC as a Professional Nurse in General Nursing and Midwifery (2020).Post-Basic Diploma in Clinical Nursing Science, Health assessment, Diagnostic Treatment and Care (PHC) with a duration of at least one (1) year. Certificate of Service Endorsed by Human Resource Department. Experience: 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, Diagnostic Treatment and Care. Experience: 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 qualification in Clinical Nursing Science, Health assessment, Diagnostic Treatment and Care. Knowledge, Skills, Training and Competencies Required Knowledge of SANC rules and regulations. Knowledge of legislative framework and departmental prescripts. Ability to formulate patients care related policies. Knowledge of provincial acts 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. Have leadership and supervisory skills.

DUTIES : Provision of nursing comprehensive of service according to PHC CORE packages. Provision of holistic health care approach (preventative, promotive, curative and rehabilitative) services. Provision of administration services. Involvement with community stakeholder meetings and various committees. Provision of staff development through EPMDIS management, clinical teaching, trainings, workshops and continuous evaluation of employees. Sit in different facility meetings. Responsible for screening, diagnosing and treatment and care of patients at Primary Health Care level. Initiate community projects, involvement in Operation Sukuma Sakhe projects. Ensure safe and clean environment according to IPC standards. Utilize human and other resources efficiently in a cost effective maner. Work as part of multi-disciplinary team to ensure quality nursing care and quality standards (Ideal Clinic Realization, Norms and Standards) are met. Be involved in clinical audits. Ensure Data management. Advocate for nursing ethics and professionalism. Conduct health awareness/campaigns and 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) 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: Certified copies should not be older than three months. 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 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: 27 January 2020
POST 01/113: CLINICAL NURSE PRACTITIONER REF NO: GJC 01/2020 (X2 POSTS)
SALARY: R383 226 per annum Other Benefits: 13th cheque, Rural allowance 12% of annual salary, Home owners allowance (employee must meet prescribed requirements), Medical Aid (Optional)
CENTRE REQUIREMENTS: GJ Crookes Hospital – Philani Clinic & Mgangeni Clinic
DUTIES: Provide quality comprehensive Primary Health care by promoting preventative, curative and rehabilitative services for the clients and community. Perform clinical nursing practice in accordance with the scope of practice and nursing standards for primary health care. Utilize human, material and physical resources effectively and efficiently. Administrative service such as providing accurate statistics for evaluation and future planning, identifying needs for financial planning and indirect control of expenditure as an integral part of planning and organization. Motivate staff regarding development in order to increase level of expertise and assist patients and families to develop a sense of self care. Provide safe and therapeutic environment as laid down by the Nursing Act, Occupational Health and Safety Act and all other applicable prescripts. Develop and ensure implementation of nursing care plans. Participate in clinical records audits. Work effectively, co-operatively and amicably with persons of diverse intellectual, cultural, racial or religious differences. Display a concern for patients, promoting and advocating
Provision of optimal, holistic specialized nursing care with set standards and within a professional/legal framework. Effective utilization of resources. Participation in training and research. Provision of support to nursing services. Maintain proper treatment and care including willingness to respond to patients’ needs and expectations according to Batho Pele Principles. Promote quality of nursing care as directed by standards at primary health care facilities.

**ENQUIRIES**
Dr. B Shange
Tel No: (039) 978 7001

**APPLICATIONS**
Should be posted to: The Acting Human Resource Manager, GJ Crookes Hospital, Private Bag X5501, Scottburgh, 4180

**FOR ATTENTION**
Mr. JL Majola

**NOTE**
Application for Employment Form (form Z83), which is obtainable at any Government Department or from the website – www.kznhealth.gov.za. Certified copies of educational qualifications – not copies of certified copies, curriculum vitae, certified copy of Identity Document, certified copy of driving licence. The reference number must be indicated in the column provided on the Z83. The appointment is subject to the positive outcome obtained from the NIA to the following checks: (security checks, Credit records, qualification, citizenship and previous experience verifications). Please note that due to the large number of applications received, applications will not be acknowledged, however, please be informed that if no notification of appointment is made within three months of the closing date applicants should accept that their application was unsuccessful. NB: Candidates should separate applications if they are interested to apply in both clinics.

**CLOSING DATE**
24 January 2020 at 16h00

**POST 01/114**
PROFESSIONAL NURSE GRADE 1/2 (SPECIALTY/ADVANCED MIDWIFERY) (X3 POSTS)

**REF NO:** PMMH/PNOG/04/19

**SALARY**
Grade.1: R383 226 – R444 276 per annum  
Grade 2: R471 333 – R579 696 per annum  
Other Benefits: Home Owner Allowance (conditions apply) 13th Cheque (conditions apply) Medical Aid (Optional) in-hospital Area Allowance (8% of basic salary)

**CENTRE**
Prince Mshiyeni Memorial Hospital

**REQUIREMENTS**
**Grade.1** Basic R425 qualification (i.e. Diploma/Degree in Nursing) that allows registration with the ‘South African Nursing Council’ (SANC) as a Professional Nurse. A post basic qualification in ‘Advanced Midwifery and Neonatal Nursing Science’, with duration of at least 1 year, accredited with the SANC Certificates of Registration with the SANC (General Nursing and relevant post basic qualification) Proof of current registration with the SANC (2020) Experience: A minimum of 4 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing.  
**Grade.2** Basic R425 qualification (i.e. Diploma/Degree in Nursing) that allows registration with the ‘South African Nursing Council’ (SANC) as a Professional Nurse. A post basic qualification in ‘Advanced Midwifery and Neonatal Nursing Science’, with duration of at least 1 year, accredited with the SANC Certificates of Registration with the SANC (General Nursing and relevant post basic qualification) Proof of current registration with the SANC (2020) Experience: A minimum of 14 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognizable experience in the specific specialty (i.e. Maternity) after obtaining the 1-year post-basic qualification in the relevant specialty. NB: For experience above the experience set for appointment- one notch for every completed 2 years as at 31 March of the ear preceding the date of appointment; minus 1 year for candidates appointed from outside the public service. Knowledge, Skills Training and Competencies Required: Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices. Possess communication skills for dealing with patients, supervisors and other members of the multidisciplinary team including the writing of reports when required. Good human relations displaying a concern for patients, promoting and Advocating proper treatment and care including a willingness and awareness to respond to patient’s needs, requirements and expectations (Batho Pele) Demonstrate a basic understanding of HR and Financial policies and practices. Demonstrate basic computer literacy as a support tool to enhance service delivery. Ability to plan and organise own work, time and that of support personnel to ensure proper nursing care in the unit.

**DUTIES**
Key Performance Areas: Provision of optimal, holistic specialized nursing care with set standards and within a professional/legal framework. Effective utilization of resources. Participation in training and research. Provision of support to nursing services. Maintain
professional growth/ethical standards and self-development. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient needs, requirements and Work as part of a multi-disciplinary team to ensure good nursing care that is cost Effective, equitable and efficient.

ENQUIRIES
APPLICATIONS
FOR ATTENTION
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CLOSING DATE
POST 01/115

ENQUIRIES
APPLICATIONS
FOR ATTENTION
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CLOSING DATE
POST 01/115
be indicated in the column provided on the form Z.83, Comprehensive Curriculum Vitae, certified copies of identity document, educational qualifications and professional registration certificates – not copies of certified copies. Persons with disabilities should feel free to apply for the post. Applicants in possession of a foreign qualification must attach an evaluation/verification certificate from the South African Qualifications Authority (SAQA) or other regulating bodies to their applications. Non-RSA Citizens/Permanent Resident/Work Permit holders must submit a documentary proof together with their applications. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representatively in all levels of all occupational categories in the Department. The appointment is subject to positive outcome obtained from the NIA to the following checks: security clearance, credit records, qualification, citizenship and previous experience verifications. Failure to comply with the aforementioned instructions will result in your application being disqualified. Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims.

CLOSING DATE: 31 January 2020

POST 01/116: CLINICAL NURSE PRACTITIONER (ORTHOPEDICS') GRADE 1 REF NO: KCHC ORTH 09/19

SALARY: R383 226 – R444 276 per annum Additional Benefit: 8% Rural Allowance

CENTRE: Kwa-Mashu Community Health Centre

REQUIREMENT: Certified copy of Grade 12/Matric certificate or equivalent, Certified copy of Basic R425 qualification, Diploma/Degree in Nursing or equivalent qualification that allows registration with South African Nursing Council (SANC) as a Professional Nurse. One year (1) post basic qualification with a duration of at least 1 (one year) in Orthopaedics’ Nursing Science accredited with the SANC Current registration with SANC as a Professional Nurse (2019 SANC receipt). A minimum of 4 (four years) appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in General Nursing. Proof of work experience (Certificate of Service) endorsed by Human Resource Section. Knowledge, Training, Skills & Competencies’ required Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks such as: Nursing act, Occupational health and safety act, Patients’ rights charter, Bathe Pele principles, Public service regulations, Labor relations act, Disciplinary codes and procedures, Grievance procedure, Financial and budgetary knowledge pertaining to the relevant resources under management, Insight into procedures and policies pertaining to nursing care, Leadership, organizational, decision making and problem solving abilities within the limit of the public sector and institutional policy framework, Interpersonal skills including public relations, negotiating, conflict handling and counselling skills and Computer skills in basic programs.

DUTIES: Ensure that high quality nursing care is rendered to all clients accessing the CHC requiring Orthopaedic care. Ensure that there is proper management and integration of HAST programs to PHC programs in Casualty department. Manage the utilization and supervision of resources. Coordinate the provision of effective training and research, focusing on the programs aimed at Orthopaedic care. Instill discipline, professionalism and work ethics among employees. Ensure compliance to quality, infection prevention and control (IPC) programs e.g. ideal clinic realization and maintenance (ICRM) and National core standards (NCS). Maintain a constructive working with the multi-disciplinary team members. Provide effective support to Nursing services e.g. assist with relief duties to nursing management.

ENQUIRIES: Mr. F.S. Matibela Tel No: (031) 504 8054

APPLICATIONS: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance at P61 Mkhiwane Road, Kwa-Mashu, 4360 or posted to Private Bag X013, Kwa-Mashu, 4360

NOTE: An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Certified copies of ID documents, Grade 12/Matric certificate or equivalent, educational qualifications, certificates of service and professional registration certificates (not copies of certified copies) and proof of current registration must be submitted together with your CV. Original signed letter from your current employer,
confirming current and appropriate work experience related to the requirements and recommendations of the advert. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref KCHC MED 04/2019. Please note that failure to comply with the above instructions will disqualify applicants. Please note that the selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please Note That Due To Financial Constraints, There Will Be No Payment Of S&T Claims.

**CLOSING DATE** : 24 January 2020

**POST 01/117** : CLINICAL NURSE PRACTITIONER (PHC STREAM) REF NO: DARN 04/2019 (01 POST)
Component: darnall clinic

**SALARY** : Grade 1: R383 226 per annum plus 8% rural allowance
Grade 2: R471 333 per annum plus 8% rural allowance
Benefits: 13th Cheque, home owner’s allowance, and Medical aid optional (Employee must meet prescribed conditions)

**CENTRE** : Ilembe Health District Office

**REQUIREMENTS** : 
**Grade 1** - Grade 12 (senior certificate) Standard 10/or (Vocational National Certificate), Degree/Diploma in Nursing Science and Midwifery Plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) plus; Current registration with SANC as General Nurse with Midwifery plus Clinical Nursing Science, Health Assessment, Treatment and Care (PHC). A minimum of 4 years appropriate/ recognizable nursing experience as a General Nurse. 
**Grade 2** - Grade 12 (senior certificate) Standard 10/or (Vocational National Certificate) Degree/Diploma in Nursing Science and Midwifery Plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC),Current registration with SANC as General Nurse and Midwifery, plus Clinical Nursing Science, Health Assessment, Treatment and Care (PHC).A minimum of 14 years appropriate/recognizable nursing experience after registration as a General Nurse with SANC of which 10 years must be appropriate/recognizable PHC experience after obtaining a one year basic qualification in Primary Health Care. Knowledge, skills and competencies: Knowledge of all applicable legislations such as Nursing Acts, Mental Act, OH&S Act, Batho Pele Principles and Patients’ Rights Charter, Labour Relations Act, Grievance Procedures etc. Leadership, organizational, decision making and problem solving, conflict handling and counseling. Good listening and communication skills, Co-ordination and planning skills, Team building and supervisory skills, Good interpersonal relationship skill, Good insight of procedures and policies pertaining to nursing care. Ability to assist in formulation of patient care related policies. NB: Proof of previous and current work experience endorsed and stamped by HR Office must be attached.

**DUTIES** : Provide quality comprehensive Primary Health Care by providing promotive, preventative, curative and rehabilitative services for the clients and community. Ensuring proper utilization and safekeeping of basic medical equipment, surgical pharmaceutical and stock. Assist in orientation, induction and monitoring of all nursing staff. Provide direct and indirect supervision of all nursing staff and to give guidance. To provide nursing care that leads to improved health service delivery by upholding principles of Batho Pele. Execute duties and functions with proficiency and perform duties according to scope of practice. Implement infection control standards and practices to improve quality of nursing care. Ensure proper implementation of National Core Standards, quality and clinical audits. Improve the knowledge of staff and patients through health education and in service training. Implement standards, practices criteria for quality nursing. Maintain a constructive working relationship with nursing and other stakeholders. Supervision of patients’ reports and intervention, keeping a good valid record on all client interventions. Ensuring proper utilization of human, material and financial resources and keeping up to date records of resources. Ability to plan and organize own work and that of support personnel to ensure proper nursing care in the clinic. Motivate junior staff regarding development in order to increase level of expertise
and assists patients to develop a sense of self-care. Support the realization and maintenance of Ideal Clinic Programme in the facility. Ensure data management and record keeping management for the clinic.

**ENQUIRIES**: Mrs. R Bhagwandin (PHC Supervisor) Tel No: (032) 4373600

**APPLICATIONS**: Please forward applications for the attention of: Human Resource Department: The District Director, Ilembe Health District Office, Private Bag x10620, Stanger 4450

**NOTE**: Directions to Candidates: The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za Originally signed Z83 must be accompanied by a detailed CV and originally recently certified copies of highest educational qualification/s (not copies of certified copies) of required educational qualifications set out in the advertisement plus certified I.D Copy, Updated Curriculum Vitae. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. SHAK 01/2019.NB: Failure to comply with the above instruction will disqualify applicants. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s).This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

**CLOSING DATE**: 24 January 2020

**POST 01/118**: CLINICAL NURSE PRACTITIONER (PHC STREAM) REF NO: SHAK 03 /2019 (02 POSTS)

Component: Shakasraal Clinic

**SALARY**: Grade 1: R383 226 per annum plus 8% rural allowance
Grade 2: R471 333 per annum plus 8% rural allowance
Benefits: 13th Cheque, home owner’s allowance, and Medical aid optional (Employee must meet prescribed conditions)

**CENTRE**: Ilembe Health District Office

**REQUIREMENTS**: 
Grade 1- Grade 12 (senior certificate) Standard 10/or (Vocational National Certificate), Degree/Diploma in Nursing Science and Midwifery Plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) plus; Current registration with SANC as General Nurse with Midwifery plus Clinical Nursing Science, Health Assessment, Treatment and Care (PHC). A minimum of 4 years appropriate/recognizable nursing experience as a General Nurse. 

*Grade 2* - Grade 12 (senior certificate) Standard 10/or (Vocational National Certificate) Degree/Diploma in Nursing Science and Midwifery Plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC).Current registration with SANC as General Nurse and Midwifery, plus Clinical Nursing Science, Health Assessment, Treatment and Care (PHC). A minimum of 14 years appropriate/recognizable nursing experience after registration as a General Nurse with SANC of which 10 years must be appropriate/recognizable PHC experience after obtaining a one year basic qualification in Primary Health Care. Knowledge, skills and competencies: Knowledge of all applicable legislations, such as Nursing Acts, Mental Act, OH&S Act, Batho Pele Principles and Patients’ Rights Charter, Labour Relations Act, Grievance Procedures etc. Leadership, organizational, decision making and problem solving, conflict handling and counseling. Good listening and communication skills, Co-ordination and planning skills, Team building and supervisory skills, Good interpersonal relationship skill, Good insight of procedures and policies pertaining to nursing care. Ability to assist in formulation of patient care related policies.NB: Proof of previous and current work experience endorsed and stamped by HR Office must be attached.

**DUTIES**: Provide quality comprehensive Primary Health Care by providing promotive, preventative, curative and rehabilitative services for the clients and community. Ensuring proper utilization and safekeeping of basic medical equipment, surgical pharmaceutical
and stock. Assist in orientation, induction and monitoring of all nursing staff. Provide direct and indirect supervision of all nursing staff and to give guidance. To provide nursing care that leads to improved health service delivery by upholding principles of Batho Pele. Execute duties and functions with proficiency and perform duties according to scope of practice. Implement infection control standards and practices to improve quality of nursing care. Ensure proper implementation of National Core Standards, quality and clinical audits. Improve the knowledge of staff and patients through health education and in service training. Implement standards, practices criteria for quality nursing. Maintain a constructive working relationship with nursing and other stakeholders. Supervision of patients’ reports and intervention, keeping a good valid record on all client interventions. Ensuring proper utilization of human, material and financial resources and keeping up to date records of resources. Ability to plan and organize own work and that of support personnel to ensure proper nursing care in the clinic. Motivate junior staff regarding development in order to increase level of expertise and assists patients to develop a sense of self-care. Support the realization and maintenance of Ideal Clinic Programme in the facility. Ensure data management and record keeping management for the clinic.

ENQUIRIES : Mr. AP Makhani (PHC Supervisor) Tel No: (032) 4373600
APPLICATIONS : Please forward applications for the attention of: Human Resource Department: The District Director, Ilembe Health District Office, Private Bag x10620, Stanger 4450
NOTE : Directions to Candidates: The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za Originally signed Z83 must be accompanied by a detailed CV and originally recently certified copies of highest educational qualification/s (not copies of certified copies) of required educational qualifications set out in the advertisement plus certified I.D Copy, Updated Curriculum Vitae. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. SHAK 01/2019.NB: Failure to comply with the above instruction will disqualify applicants. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post(s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post

CLOSING DATE : 24 January 2020
POST 01/119 : PROFESSIONAL NURSE GRADE 1/2 (SPECIALTYSTREAM) REF NO: PN/ORTHO 03/19 (X1 POST)

SALARY : Grade 1: R383 226 – R444 276 per annum
Grade 2: R471 333 – R579 696 per annum Other Benefits: Home Owner Allowance (conditions apply) 13th Cheque (conditions apply) Medical Aid (Optional) in-hospital Area Allowance (8% of basic salary)

CENTRE REQUIREMENTS : Grade 1: Basic R425 qualification (i.e. Diploma/Degree in Nursing) that allows registration with the ‘South African Nursing Council’ (SANC) as a Professional Nurse. A post basic qualification in ‘Orthopaedic Nursing Science’, with duration of at least 1 year, accredited with the SANC Certificates of Registration with the SANC (General Nursing and relevant post basic qualification) Proof of current registration with the SANC (2019) Experience: A minimum of 4 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. Grade 2 Basic R425 qualification (i.e. Diploma/Degree in Nursing) that allows registration with the ‘South African Nursing Council’ (SANC) as a Professional Nurse. A post basic qualification in ‘Orthopaedic Nursing Science’, with duration of at least 1 year, accredited with the SANC Certificates of Registration with the SANC (General Nursing and relevant post basic qualification) Proof of current registration with the SANC (2019) Experience: A minimum of 14 years appropriate/recognizable experience in nursing after registration.
as a Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognizable experience in the specific specialty (i.e. Orthopaedic) after obtaining the 1-year post-basic qualification in the relevant specialty. NB: For experience above the experience set for appointment- one notch for every completed 2 years as at 31 March of the year preceding the date of appointment; minus 1 year for candidates appointed from outside the public service. Knowledge, Skills Training and Competencies Required: Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices. Possess communication skills for dealing with patients, supervisors and other members of the multidisciplinary team including the writing of reports when required. Good human relations displaying a concern for patients, promoting and Advocating proper treatment and care including a willingness and awareness to respond to patient’s needs, requirements and expectations (Batho Pele) Demonstrate a basic understanding of HR and Financial policies and practices. Demonstrate basic computer literacy as a support tool to enhance service delivery. Ability to plan and organise own work, time and that of support personnel to Ensure proper nursing care in the unit.

DUTIES:

Key Performance Areas: Provision of optimal, holistic specialized nursing care with set standards and within a professional/legal framework. Effective utilization of resources. Participation in training and research. Provision of support to nursing services. Maintain professional growth/ethical standards and self-development. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient needs, requirements and Work as part of a multi-disciplinary team to ensure good nursing care that is cost Effective, equitable and efficient.

ENQUIRIES: Ms IF Mpanza Tel No: (031) 907 8248
APPLICATIONS: should be posted to The Human Resource Department, Prince Mshiyeni Memorial Hospital, Private Bag X07, Mobeni, 4060
FOR ATTENTION: Mrs TZ Makanya
NOTE: NB: Please note that due to financial constraints, there will be no payment of S&T Claims. NB: Must be prepared to work shift as per allocation; includes night shift, weekends and Public Holidays.

cLOSING DATE: 24 January 2020

POST 01/120: CLINICAL NURSE PRACTITIONER – (PHC STREAM) REF NO: CNP 01/2020 (01 POSTS)

Directorate: Dundee Hospital

SALARY: Grade 1: R383 226 – R444 276 per annum
Grade 2: R471 333 – R579 696 per annum Plus 12% Inhospitable Allowance, 13th cheque, medical Aid (Optional) and housing allowance (employee must meet prescribed requirements)

CENTRE: Elandskraal Clinic

REQUIREMENTS: Senior certificate/Grade 12 or equivalent qualification. Diploma/Degree in General Nurse and Midwifery. Current registration certificate with SANC as a Professional Nurse in General Nursing and Midwifery (2020). Post-Basic Diploma in Clinical Nursing Science, Health assessment, Treatment and care (PHC) with duration of at least one (1) year. Appropriate/recognizable experience after registration in the Post Basic Qualification. Proof of previous experience and current working experience signed and stamped by the Human Resource Manager must be attached. Experience Grade 1: A minimum of 4 years appropriate/recognizable experience as nursing after registration with SANC in general nursing. At least one year Post Basic Nursing qualification in Advance Midwifery and Neonatal Nursing Science. Experience Grade 2: A minimum of 14 years appropriate/recognizable experience as nursing after registration with SANC in general nursing. At least 10 years Post Basic qualification in Advance Midwifery and Neonatal Nursing Science. Valid Driver’s License code 8 or 10.Knowledge, Skills and Competencies Required: Leadership, organizational, decision-making and problem solving abilities within the limit of public sector and institutional policy framework. Knowledge on nursing care processes and procedures, nursing statutes and other relevant legal framework. Interpersonal skills including public relations, negotiating, conflict handling and counseling skills. Knowledge of Labour relations and disciplinary procedures. Insight into procedures and policies pertaining nursing care, computer skills in basic programmes.
DUTIES: Provision of an integrated quality and comprehensive primary health care services by promoting health, prevention of diseases, curative and rehabilitative services to the clients and community. Maintain intersectoral collaboration with other government structures. Provide PICT and adherence counselling to all clients. Provide primary prevention strategies and management of communicable and non-communicable diseases. Assist and identify training needs of the staff to increase level of expertise and assist patients and families to develop sense of self care. Provision of good quality care according to Ideal Clinic Realization and Maintenance (ICRM) and National Core Standards (NCS). Manage and monitor proper utilization of human, financial, physical and material resources. Ensure the availability of medication, essential equipment and supplies and proper utilization thereof. Participate in the HR performance though EPMDS. Ensure data management is implemented and monitored.

ENQUIRIES: MRS I.D Khumalo Tel No: (034) 2121111 ext 259
APPLICATIONS: Applications should be delivered to: KwaZulu-Natal Department of Health, Dundee Provincial Hospital, 121 McKenzie Street, Dundee, 3000 Postal Address Dundee Provincial Hospital, Private Bag X2011, Dundee, 3000
CLOSING DATE: 24 January 2020
POST 01/121: CLINICAL NURSE PRACTITIONER – (WBOT) REF NO: CNPSIP 02/2020 (01 POST)
Directorate: Dundee Hospital

SALARY: Grade 1: R383 226 – R444 276 per annum
Grade 2: R471 333 – R579 696 per annum Plus 12% Inhospitable Allowance, 13th cheque, medical Aid (Optional) and housing allowance (employee must meet prescribed requirements)

CENTRE: Siphimpilo Clinic
REQUIREMENTS: Senior certificate/Grade 12 or equivalent qualification. Diploma/Degree in General Nurse and Midwifery. Current registration certificate with SANC as a Professional Nurse in General Nursing and Midwifery (2020). Post-Basic Diploma in Clinical Nursing Science, Health assessment, Treatment and care (PHC) with duration of at least one (1) year. Appropriate/recognizable experience after registration in the Post Basic Qualification. Proof of previous experience and current working experience signed and stamped by the Human Resource Manager must be attached. Experience Grade 1: A minimum of 4 years appropriate/recognizable experience as nursing after registration with SANC in general nursing, at least one year Post Basic Nursing qualification in Advance Midwifery and Neonatal Nursing Science. Experience Grade 2: A minimum of 14 years appropriate/recognizable experience as nursing after registration with SANC in general nursing. At least 10 years Post Basic qualification in Advance Midwifery and Neonatal Nursing Science. Valid Driver’s License code 8 or 10. Knowledge, Skills and Competencies Required: Understanding of nursing legislation and related ethical nursing practices. Knowledge on nursing care processes and procedures, nursing statutes and other relevant legal framework. Interpersonal skills including public relations, negotiating, conflict handling and counseling skills. Good communication skills. Good organizational skills.

DUTIES: Performance of basic clinic nursing practice in accordance with the scope of practice and standards as determined by relevant health facility. Utilize equipment and transport allocated proficiently and promote its use and safe keeping. Demonstrate basic understanding of nursing legislation and related legal and ethical nursing practice. Ensure accurate management of data and maintenance of patients’ records. Provision of nursing care at household and community level. Follow up on immunization to identify missed opportunities and catch-up. Support Operation Sukuma Sakhe activities. Conduct interventions at household level. Screening and management of TB/HIV and other non-communicable diseases. Assist in identification of training needs of CHW during support visit at household.

ENQUIRIES: MRS I.D Khumalo Tel No: (034) 2121111 ext 259
APPLICATIONS: Applications should be delivered to: KwaZulu-Natal Department of Health, Dundee Provincial Hospital, 121 McKenzie Street, Dundee, 3000 Postal Address Dundee Provincial Hospital, Private Bag X2011, Dundee, 3000
CLOSING DATE: 24 January 2020
POST 01/22 : CLINICAL NURSE PRACTITIONER – (HAST PROGRAMME) REF NO: CNPHAST 03/2020 (01 POST)
Directorate: Dundee Hospital

SALARY : Grade 1: R383 226 – R444 276 per annum
          Grade 2 R471 333 – R579 696 per annum Plus 12% Inhospitable Allowance, 13th cheque, medical Aid (Optional) and housing allowance (employee must meet prescribed requirements)
CENTRE : Dundee Hospital -PHC
REQUIREMENTS : Senior certificate/Grade 12 or equivalent qualification. Diploma/Degree in General Nurse and Midwifery. Current registration certificate with SANC as a Professional Nurse in General Nursing and Midwifery (2020). Post-Basic Nursing qualification with a duration of at least one (1) year accredited with SANC in Clinical Nursing Science, Health assessment, Diagnosis, Treatment and care. Appropriate/recognizable experience after registration in the Post Basic Qualification. Proof of previous experience and current working experience signed and stamped by the Human Resource Manager must be attached. Experience Grade 1: A minimum of 4 years appropriate/recognizable experience as nursing after registration with SANC in general nursing, at least one year Post Basic Nursing qualification in Advance Midwifery and Neonatal Nursing Science. Experience Grade 2: A minimum of 14 years appropriate/recognizable experience as nursing after registration with SANC in general nursing. At least 10 years Post Basic qualification in Advance Midwifery and Neonatal Nursing Science. Valid Driver’s License code EB (Code 8) or C1 (Code 10). Knowledge, Skills and Competencies Required: Leadership, organizational, decision-making, supervisory and problem solving abilities within limit of public sector and institutional policy framework. Knowledge on nursing care processes and procedures, nursing statutes and other relevant legal framework. Communication and Interpersonal skills including public relations, negotiating, conflict handling, negotiating, coaching and counseling skills. Ability to formulate patient care related policies, vision, mission and objective of the clinic. Financial and budgetary knowledge and skills pertaining to the relevant resources under management. Insight into procedures and policies pertaining nursing care, computer skills in basic programmes. Knowledge of HIV/AIDs and TB programmes.

DUTIES : Provision of an integrated quality and comprehensive Primary Health Care service by promoting health, prevention of disease, curative and rehabilitative services to the clients and community. Support all facilities with screening of non-communicable and communicable diseases including TB/ HIV. Provide support with the implementation of PICT, literacy classes and adherence counselling to all clients. Responsible for support and the implementation of HAST programmes in the facilities. Display a concern for patients on HAST programmes by promoting advocacy, disclosure and adherence to treatment and care, thus ensuring that facilities comply with the Batho Pele principles. Improve outcomes by focusing on the prevention, promotion, curative and rehabilitative approach through the implementation of policies, guidelines and SOPs. Attend Nerve Centre meetings to monitor performance on 90, 90, 90 strategic HAST indicators. Identity training needs all facilities and liaise with PHC trainer for support considering his/her expertise in the HAST programme. Ensure communication with other stakeholders is being improved through OSS interventions. Support the realization and maintenance of Ideal Clinic programme (ICRM) and National Core Standards (NCS) in the facilities targets are met.

ENQUIRIES : MRS I.D Khumalo Tel No: (034) 2121111 ext 259
APPLICATIONS : Applications should be delivered to: KwaZulu-Natal Department of Health, Dundee Provincial Hospital, 121 McKenzie Street, Dundee, 3000 Postal Address Dundee Provincial Hospital, Private Bag X2011, Dundee, 3000
CLOSING DATE : 24 January 2020

POST 01/123 : PROFESSIONAL NURSE (SPECIALTY) ADVANCED MIDWIFERY AND NEONATAL NURSING SCIENCE REF NO: SAP 14/2019

SALARY : Grade 1 R383 226 - R444 276 per annum
          Grade 2 R471 333 - R579 696 per annum Other Benefits: Rural Allowance, 13th Cheque, medical Aid (Optional), Housing allowance (employee must meet minimum requirements)
CENTRE: St Apollinaris Hospital

REQUIREMENTS: Senior Certificate (Grade 12) or equivalent qualification PLUS; Basic R425 qualification (i.e. Diploma/Degree in Nursing) that allows registration with the 'South African Nursing Council' (SANC) as a Professional Nurse. A post basic qualification in Advanced Midwifery and Neonatal Nursing Science with duration of at least 1 year, accredited with the SANC. Certificates of Registration with the SANC (General Nursing and relevant post basic qualification) Proof of current registration with the SANC (2019)

Experience:
Grade 1: A minimum of four (4) years appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nurse with one year post basic qualification in Advanced Midwifery and Neonatal Nursing Science. Grade 2: A minimum of fourteen (14) years appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing of which at least ten (10) years of the period referred to above must be appropriate or recognizable experience in the specific specialty after obtaining 1 year post basic qualification in Advanced Midwifery and Neonatal Nursing Science.

Skills: Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Work as part of the multi-disciplinary team to ensure good nursing care. Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. Able to plan and organize own work and that of support personnel to ensure proper nursing care. A sound knowledge of the Provincial Health Act of 2000, Nursing Act, Occupational Health and Safety Act of 1995.

DUTIES: Co-ordinate optimal, holistic, specialized nursing care with set standards and within a Professional/legal framework. Ensure that CARMMA strategy, saving mothers and Saving Babies Recommendations are implemented. Complete patient related data, partake in PPIP and sub-district perinatal meeting. Implement National Core Standards guidelines and standard operational plans. Monitor and report Patient safety incidents e.g. needle stick injuries, patient complaints etc. Assist in planning and co-ordination of training and promote learning opportunities for all nursing categories i.e. on the job training. Ensure and monitor the availability, adequately and optimum utilization of all resources. Assist in orientation, induction and mentoring of all nursing staff and orientation of other staff. Provide effective management and professional leadership by ensuring that the unit is organized to provide quality nursing care.

ENQUIRIES: Miss NT Buqa at Tel No: (039) 8338117/8000

APPLICATION: Direct your application quoting the relevant reference number to: The Chief Executive Officer, St. Apollinaris Hospital, Private Bag x206, Creighton, 3263,

FOR ATTENTION: Human Resources Section, Hand delivered applications may be submitted to Human Resource Section, St Apollinaris Hospital or be dropped in the application box at Security Department on or before the closing date before 16:00.

NOTE: Applications should be submitted on form Z83 obtainable from any Public Service Department or from the website www.kznhealth.gov.za and should be accompanied by a CV (experience must be comprehensively detailed) and certified copies of qualification certificates plus registration certificates. Certificate of service endorsed by Human Resources. Certified copy of Identity Document. No faxed or e-mailed applications will be considered. The Department reserves the right fill or not to fill the post after advertisement. Applicants are respectfully informed that correspondence will be limited to shortlisted candidates only. The appointments are subject to 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 foreign qualifications must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non- RSA Citizens/Permanent Residents/Work Permit holders must submit documentary proof together with their applications. “People with disabilities should feel free to apply”. The target group in terms of employment equity for posts advertised is African males. The Department will not be liable where applicants use incorrect/no reference numbers on their applications. Short-listed candidates will not be compensated for S & T claims.

POST 01/124 : PROFESSIONAL NURSE (SPECIALTY) MEDICAL AND SURGICAL NURSING SCIENCE (OPERATING THEATRE) REF NO: SAP 13/2019

SALARY : Grade 1: R383 226 - R444 276 per annum
          Grade 2: R471 333 - R579 696 per annum Other Benefits: Rural Allowance, 13th Cheque, medical Aid (Optional), Housing allowance (employee must meet minimum requirements)

CENTRE REQUIREMENTS : St Apollinaris Hospital

Skills:

DUTIES : Provision of optimal, holistic specialized nursing care in Theatre with set standards and within a professional/legal framework. Implement standards, practices, criteria and indicators for quality nursing. Practice nursing and health care in accordance with laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with nursing and other stake holders. Utilize human, material and physical resources efficiently and effectively. Implement National Core Standards guidelines and standard operational plans. Implement strategies and standard operational plans for Infection Prevention and Control. Monitor and report Patient safety incidents e.g. needle stick injuries, patient complaints etc. Assist in planning and co-ordination of training and promote learning opportunities for all nursing categories i.e. on the job training. Ensure and monitor the availability, adequately and optimum utilization of all resources. Assist in orientation, induction and mentoring of all nursing staff and orientation of other staff. Provide effective management and professional leadership by ensuring that the unit is organized to provide quality nursing care. Coach and appraise staff at all levels and be able to solve problems

ENQUIRIES : Miss TE Kumalo at Tel No: (039) 8338113/8000
APPLICATION : Direct your application quoting the relevant reference number to: The Chief Executive Officer, St. Apollinaris Hospital, Private Bag x206, Creighton, 3263,
FOR ATTENTION : Human Resources Section, Hand delivered applications may be submitted to Human Resource Section, St Apollinaris Hospital or be dropped in the application box at Security Department on or before the closing date before 16:00.
NOTE : Applications should be submitted on form Z83 obtainable from any Public Service Department or from the website www.kznhealth.gov.za and should be accompanied by a CV (experience must be comprehensively detailed) and certified copies of qualification certificates plus registration certificates. Certificate of service endorsed by Human Resources. Certified copy of Identity Document. No faxed or e-mailed applications will be considered. The Department reserves the right fill or not to fill the post after advertisement. Applicants are respectfully informed that correspondence will be limited to shortlisted candidates only. The appointments are subject to 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 foreign
qualifications must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non-RSA Citizens/Permanent Residents/Work Permit holders must submit documentary proof together with their applications. “People with disabilities should feel free to apply”. The target group in terms of employment equity for posts advertised is African males. The Department will not be liable where applicants use incorrect/no reference numbers on their applications. Short-listed candidates will not be compensated for S & T claims.


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


CLOSING DATE : 27 January 2020 (at 16h00). Applications received after the closing date and time will not be considered.

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

POST 01/125 : DIRECTOR: LABOUR RELATIONS REF. NO: P 01/2020
Re-advertisement. Applicants who applied previously and who still wish to be considered are at liberty to re-apply.

SALARY : R1 057 326 per annum (all Inclusive remuneration package)

CENTRE : Inkosi Mhlabunzima Maphumulo House, Pietermaritzburg


DUTIES : Manage discipline and labour relations: Draft Departmental guidelines in respect of disciplinary procedures and policies. Appoint Presiding and Investigating Officer to dispose of misconduct enquiries. Provide advice and support on disciplinary matters. Lead evidence and preside in disciplinary enquiries and other labour relations matters. Render effective and efficient disciplinary procedures and guidance. Ensure compliance with standard disciplinary procedures and measures. Ensure effective labour dispute resolution services. Render effective utilization of Investigating and Presiding Officers. Manage investigations regarding misconduct and other labour relations cases. Ensure compliance with standard misconduct procedures and measures. Render advice and guidance on misconduct cases. Ensure an effective policy and internal control environment. Monitor and evaluate the disciplinary process. Manage the provision of grievances and disputes: Manage standard grievance procedures and measures. Manage Departmental dispute settlement. Render a consultative and advisory support to the Department. Manage and conduct grievance investigations and dispute resolution. Ensure effective conciliation, arbitration and dispute resolution processes. Conduct workshops and information sessions on labour relations aspects. Ensure an effective policy and internal control environment. Monitor and evaluate the grievance and dispute resolution processes. Manage Departmental collective bargaining: Liaise and co-ordinate employer caucus processes. Supervise and facilitate liaison between the Department and organized labour. Represent the Department at Provincial and National Labour Relations Forums. Represent the Department at Bargaining Council and CCMA structures. Administer agreements and memorandum of understanding. Ensure the provision of secretariat service to labour relations meetings and task teams. Follow up on matters with organized labour. Promote liaison between unions and management. Facilitate and coordinate information dissemination of applicable statistics and reports. Develop strike management procedures and implementation plans. Manage the development, implementation and co-ordination of policies: Manage the implementation of National, Provincial and Departmental frameworks. Manage the implementation of policies according to agreed norms and standards. Monitor and evaluate compliance with implemented policies. Report on any discrepancies in regard to compliance to all relevant stakeholders. Review and amend policies as and when required based on input from stakeholders. Ensure timeous finalization of grievances and disciplinary processes. Ensure effective record keeping and reporting of labour relations matters. Manage the
resources of the Directorate: Manage human resources. Manage financial resources. Manage assets of the Directorate.

- **ENQUIRIES**: Ms C Zwane Tel No: (033) 355 8902
- **FOR ATTENTION**: Mr C McDougall
- **NOTE**: It is the intention of this Department to consider equity targets when filling this position.