ANNEXURE P

PROVINCIAL ADMINISTRATION: KWAZULU NATAL
DEPARTMENT OF HEALTH

OTHER POSTS

POST 09/167 : MEDICAL SPECIALIST GRADE 1, 2 & 3 (REF NO: UTHUK /05/2021 (X1 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.
Grade 2: R1 264 623 per annum all-inclusive, package consist of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.
Grade 3: R1 467 651 per annum package of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.

CENTRE : Uthukela District Office (Forensic Pathology Service)

REQUIREMENTS : A tertiary qualification (MBCHB) or equivalent and specialist qualification in appropriate field. Must be registered as a Specialist Pathology (Forensic) with the Health Professional Council of South Africa or have completed training as Specialist Pathology and in the process of registering as a Specialist. Current registration with HPCSA as Medical Specialist (2020 Receipt). Experience: Medical Specialist Grade 1: Not applicable; Registration with the HPCSA as a Medical Specialist in Pathology (Forensic). Medical Specialist Grade 2: 5 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in Pathology (Forensic). Medical Specialist Grade 3: 10 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in Pathology (Forensic). Recommendation: Computer literacy (proof must be attached). Valid Driver’s license. The ideal candidate must have: Commuted overtime is required and is payable in accordance with applicable policies. Communication and Co-operation between the Department of Health, Justice, the Director Of Public Prosecutor and South African Police Service in respect of Inquests and Criminal proceeding following Medical-Legal death investigations. Community service in its diverse forms. Supervision of Support Staff. Maintenance of the chain of custody of specimens and documents retained.

DUTIES : To perform a medico- legal post- mortem examination including Scene of Death visits when required. Teach postgraduate student in the various facilities to develop their skills, using a Medico-Legal patient cantered approach. To examine and put through tissues samples for histological analysis. Participate in health research. Consultation with Medical Practitioner and bereavement counselling of next of kin.

ENQUIRIES : Dr S Ntsele Tel No: (033) 940 2405

APPLICATIONS : All applications should be forwarded to: The Human Resources Manager Uthukela Health District office, Private Bag X 9958 Ladysmith 3370, OR Hand Delivered to HR Officer (Room 20) 32 Lyell Streets, Ladysmith 3370.

FOR ATTENTION : Mrs. C.G.K Hadebe

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), registration with council. The reference number must be indicated in the column provided on the form Z83 (Part A). Persons with disabilities should feel free to apply for the post. NB: Failure to comply with the above instructions will disqualify applications. Please note that due to a large of applications received, applications will not be acknowledged. However, every successful applicant will be advised of the outcome of the application in due course. The appointment is subject to positive outcome obtained from the State Security Agency (SSA) to the following checks (security clearance/ vettinig), 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 : 31 March 2021

POST 09/168 : MEDICAL SPECIALIST GR 1/2/3 – DEPT. OF DERMATOLOGY REF NO: HRM 26/2021 (X1 POST)

Directorate: department of dermatology
African male and people with disability are encouraged to apply

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

CENTRE REQUIREMENTS : King Edward VIII Hospital (KEH)

REQUIREMENTS : Matric/Senior Certificate or equivalent qualification plus. MBCHB or equivalent, FC Dermatology (SA) OR equivalent PLUS, Registration certificate as a Specialist with the HPCSA PLUS, Current registration with HPCSA (2020/2021) Grade 2: Experience Grade2: 5 years to less than 10 years actual experience as a Specialist after registration with the HPCSA Grade 3: Experience Grade 3: 10 years or more experience as a Specialist after registration with HPCSA Recommendations: Computer Literacy Knowledge, Skills, Training And Competencies Required : Sound management of Dermatology Excellent decision making, problem solving, leadership and mentorship skills. Sound medical ethics Good communication skills and computer literacy. Orientation towards service delivery. Ability to develop and maintain quality improvement programs and policy documents. Participation in clinical audits, peer review meeting and mortality and morbidity meetings. Leadership in the departmental academic program. Ability to work as part of a multidisciplinary team.

DUTIES : The incumbent will report to the Head of Department and will be responsible to fulfill the following requirements according to the policies of the Department i.e. Service, Teaching, Administration and Research. To efficiently execute duties which support the aims and objectives of the Department of Dermatology in providing specialist care for patients in the Department of Dermatology. To supervise the training of registrars, interns, medical officers and undergraduate medical students in Dermatology To participate in and contribute to the research and outreach activities of Department of Dermatology. To supervise the Dermatology outpatient and inpatient services at King Edward VIII Hospital. To support sub-specialty clinics at KEH VIII.

ENQUIRIES APPLICATIONS : Dr N Khuzwayo Acting Clinical Manager Tel No: (031) 360 3460

NOTE : An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Certified copies of ID documents, Std 10, educational qualifications, certificates of service and professional registration certificates (not copies of certified copies) and proof of current registration must be submitted together with your CV. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. Please note that due to financial constraints, there will be no payment of S&T Claims.

CLOSING DATE : 26 March 2021

POST 09/169 : DEPUTY MANAGER NURSING (LEVEL 1 & 2 HOSPITALS) REF NO: EMP12/2021 (X1 POST)

Component: Nursing Management Services

SALARY : R843 618 – R949 482 per annum (all inclusive package) (consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules), other benefit: 8% in-hospitalable allowance.

CENTRE REQUIREMENTS : Empangeni

REQUIREMENTS : Diploma in General Nursing & Midwifery plus Diploma in Advanced Midwifery & Neonatal Nursing Science plus Diploma in Nursing Administration plus Registration Certificate with SANC plus Current receipt (annual registration – 2021) plus A minimum of 9 years appropriate experience in nursing after registration as a
Professional Nurse with SANC in General Nursing. At least 5 years of the period referred to must be appropriate and recognizable experience in Nursing Management Level. Proof of experience should be attached to the application. (Certificates of service or official letters of service from previous/current employers, signed and stamped by HR) Applicants in possession of a foreign qualification must attach the evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Recommendation: Diploma in Advance Midwifery, Valid Driver’s License, Computer literacy Knowledge, Skills, Attributes And Abilities: Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal framework such as: Nursing Act, Health Act, Skills Development Act, Public Service Regulations, Labour relations Act, Occupational Health and Safety act, Patients’ Rights, Batho Pele Principles, etc. Mentorship and supervisory skills, Leadership, Management, Planning, Organizing and coordinating skills, Clinical competencies and policy formulation skills, Knowledge of nursing care delivery approaches, Good verbal and written communication skills, Conflict management/sound labour management skills, Mentorship and supervisory skills, Computer literacy, Knowledge and understanding of Human Resource and Financial practices.

**DUTIES**: Provide leadership a strategic direction in the Nursing Component, Delegate, supervise & coordinate the provision of effective and efficient patient care through adequate nursing care, To execute duties and functions with proficiency, in support of aims and strategic objectives of the hospital and of the Department of Health, To contribute toward strategic planning process of the hospital, Represent Nursing Component in the Senior Management Team. To demonstrate hospital’s commitment to quality nursing care and ensure compliance with National Core Standard, Advocate and ensure the promotion of nursing ethos and professionalism, To manage and ensure efficient utilization of allocated human resources, financial and non-financial resources, Deal with disciplinary and grievance matters, To ensure provision of effective and efficient infection control services in the hospital and affiliate primary health care services, Monitoring and evaluation of patient care delivery in the hospital, Initiate and participate in health promotion to ensure consistent communication of relevant, accurate & comprehensive information on health care, Development/establish and maintain constructive working relationship between nursing staff & other stakeholders (i.e. Inter-professional, inter-sectoral & multidisciplinary teamwork), Formulation and implementation of nursing guidelines, practices, standards & procedure).

**ENQUIRIES**

**APPLICATIONS**

Dr M Samjowan Tel No: (035) 907 7008 (Secretary - 035 9077184)

All applications must be forwarded to: Human Resources Offices at Queen Nandi Regional Hospital Private Bag X20005, Empangeni, 3880. Physical Address: 21 Union Street, Empangeni, 3880.

**FOR ATTENTION**

Deputy Director Human Resources Mr SM Ndabandaba Tel No: (035) 9077011

Applicants are requested to apply with a new Z83 Application Form obtainable at any Government Department or the website www.kznhealth.gov.za (effective from 01 01 2021). The Z83 form must be completed in full and page 2 duly signed.

Clear indication of the post and reference number that is being applied for must be indicated on Z83. A recent, comprehensive CV, specifying all qualifications and experience, with respective date and certified copies of qualifications and ID, Drivers License must be attached where applicable. General information: Short-listed candidates must available for interviews at a date and time determine by the KZN Department of Health. The appointments are subject to positive outcomes of nursing guidelines, practices, standards & procedure.

Knowledge, Skills, Attributes And Abilities: Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal framework such as: Nursing Act, Health Act, Skills Development Act, Public Service Regulations, Labour relations Act, Occupational Health and Safety act, Patients’ Rights, Batho Pele Principles, etc. Mentorship and supervisory skills, Leadership, Management, Planning, Organizing and coordinating skills, Clinical competencies and policy formulation skills, Knowledge of nursing care delivery approaches, Good verbal and written communication skills, Conflict management/sound labour management skills, Mentorship and supervisory skills, Computer literacy, Knowledge and understanding of Human Resource and Financial practices.

Drivers License must be attached where applicable. General information: Short-listed candidates must available for interviews at a date and time determine by the KZN Department of Health. The appointments are subject to positive outcomes of nursing guidelines, practices, standards & procedure.

Knowledge, Skills, Attributes And Abilities: Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal framework such as: Nursing Act, Health Act, Skills Development Act, Public Service Regulations, Labour relations Act, Occupational Health and Safety act, Patients’ Rights, Batho Pele Principles, etc. Mentorship and supervisory skills, Leadership, Management, Planning, Organizing and coordinating skills, Clinical competencies and policy formulation skills, Knowledge of nursing care delivery approaches, Good verbal and written communication skills, Conflict management/sound labour management skills, Mentorship and supervisory skills, Computer literacy, Knowledge and understanding of Human Resource and Financial practices.

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own private accommodation prior the assumption of duty. Interim accommodation in a form of Bed and Breakfast or Hotel Accommodation will not be provided.

**CLOSING DATE**

: 31 March 2021

**POST 09/170**

: MEDICAL OFFICER GRADE 1/2/3 REF NO: HRM 24/2021 (03 POSTS)

Directorate: Internal Medicine

**SALARY**

<table>
<thead>
<tr>
<th>Grade</th>
<th>Salary Range</th>
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<tbody>
<tr>
<td>Grade 1</td>
<td>R821 205 – R884 670 per annum (All inclusive salary package)</td>
</tr>
<tr>
<td>Grade 2</td>
<td>R938 964 – R1 026 693 per annum (All-inclusive package)</td>
</tr>
<tr>
<td>Grade 3</td>
<td>R1 089 693 – R1 362 366 per annum (all inclusive package)</td>
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</tbody>
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**CENTRE**

: King Edward VIII Hospital (KEH)

**REQUIREMENTS**

<table>
<thead>
<tr>
<th>Grade</th>
<th>Experience</th>
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<tbody>
<tr>
<td>Grade 1</td>
<td>None to less than 5 years after registration with the HPCSA as an Independent Medical Practitioner</td>
</tr>
<tr>
<td>Grade 2</td>
<td>5 years to less than 10 years' experience after registration with the HPCSA as an Independent Medical Practitioner</td>
</tr>
<tr>
<td>Grade 3</td>
<td>10 years or more after registration with the HPCSA as a Medical Practitioner</td>
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Compulsory Overtime: Commuted overtime is compulsory Knowledge, Skills, Training And Competencies

Required: Good decision making, problem solving, leadership and mentoring skills, Communication skills, Service delivery orientated, Policy development.

**DUTIES**

- Daily ward rounds at Haemodialysis unit at St. Aidans Hospital,
- To assist in Acute Medical Unit (AMU),
- To efficiently execute duties which support the aims and objectives of Department of Medicine in providing, care for in patients and outpatients in the Department of General Medicine,
- To supervise the training of interns, and undergraduate medical students in Medicine,
- To participate in and contribute to the research and outreach activities of the Department of Medicine,
- To be able to work in a team, Manage inpatients and outpatients, follow-up-clinic including MOPD, Medical Emergency Unit and Antiretroviral clinic,
- Discharge of patients who are fit for discharge with appropriate arrangements made for follow-up and step down care,
- Function independently to manage Medical emergencies,
- Attain competency in performing invasive procedures, Counselling of patients and family Members,
- Provide community orientated clinical service and support primary care service,
- Liaise and consult with other disciplines e.g. Surgery, Obstetrics and Gynaecology, etc.,
- Attain knowledge of rational drug treatment,
- Participate in quality improvement programs, clinical audits, peer review meetings and policy development, mortality meetings and statistical collection,
- Attend, participate and presentation in academic program of the department,
- Function as a member of a multi-disciplinary team including nursing staff and allied disciplines,
- Candidate must be prepared to perform after hour duties (commuted overtime)

**ENQUIRIES**

: Dr. P. Manickchund

Tel No: (031) 2604111

**APPLICATIONS**

: All applications must be addressed to the Human Resources Manager, and should be placed in the red application box situated next to the ATM in the Admin building or posted to Private Bag X02, Congella, 4013.

**NOTE**

An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Certified copies of ID documents, Std 10, educational qualifications, certificates of service and professional registration certificates (not copies of certified copies) and proof of current registration must be submitted together with your CV. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. Please note that the selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please Note That Due To Financial Constraints, There Will Be No Payment Of S&T Claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Persons with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying

**CLOSING DATE**

: 26 March 2021
POST 09/171: MEDICAL OFFICER GRADE 1/2/3 REF NO: HRM 25/2021 (X1 POST)

Directorate: Radiology

SALARY:
- Grade 1: R821 205 – R884 670 per annum (All inclusive salary 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)

CENTRE:
- King Edward VIII Hospital (KEH)

REQUIREMENTS:
- MBCHB degree or equivalent qualification Plus registration certificate with the HPCSA as an Independent Medical Practitioner Plus current registration with the HPCSA (2020/2021).
- Recommendation: Computer Literacy,
- For Grade 1: A minimum of 1 year clinical experience in the discipline of radiology in a regional/tertiary hospital
- Grade 1: None to less than 5 years after registration with the HPCSA as an Independent Medical Practitioner
- Grade 2: 5 years to less than 10 years’ experience after registration with the HPCSA as an Independent Medical Practitioner
- Grade 3: 10 years or more after registration with the HPCSA as a Medical Practitioner

Knowledge, Skills, Training And Competencies Required:
- Sound clinical and radiological knowledge within the discipline,
- Ability to deal with all radiological emergencies,
- Knowledge of ethical medical practice
- Ability to assess, diagnose and manage patient.

DUTIES:
- Render radiological duties: Inpatient and Outpatients,
- Render cost effective medical care, incorporating radiological management and follow-up,
- Maintain radiological records,
- Train interns and other personnel5.
- Undertake on-going medical education and professional development,
- Undertake general radiology/imaging procedures and reporting including plain films, CT, fluoroscopy, ultrasound exams and nuclear medicine.

ENQUIRIES:
- Dr. A. Moosa Tel No: (031) 360 3477

APPLICATIONS:
- All applications must be addressed to the Human Resources Manager, and should be placed in the red application box situated next to the ATM in the Admin building or posted to Private Bag X02, Congella, 4013.

NOTE:
- An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Certified copies of ID documents, Std 10, educational qualifications, certificates of service and professional registration certificates (not copies of certified copies) and proof of current registration must be submitted together with your CV. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APR/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. Please note That Due To Financial Constraints, There Will Be No Payment Of S&T Claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Persons with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying.

CLOSING DATE: 26 March 2021

POST 09/172: MEDICAL OFFICER GRADE 1. 2 & 3 REF NO: UTHUK /04/2021 (X1 POST)

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, plus commuted overtime which is subject to the needs of the department (incumbent will have to sign the relevant contract formal annually).

CENTRE:
- Uthukela District Office (Forensic Pathology Service)

REQUIREMENTS:
- MBCHB Degree. Current registration with the HPCSA as a Medical Practitioner (2020 Receipt).
- Registration certificate with the HPCSA as Medical Practitioner.
- Grade 1: Experience: Not Applicable. Foreign qualified candidates require 1 year relevant experience after registration as an independent Medical Practitioner with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service, as required in South Africa.
- Grade 2: Experience: 5 years appropriate experience as a Medical Officer after registration with the HPCSA as an independent Medical Practitioner. Foreign candidates require 6

**DUTIES**
Dr S Ntsele Tel No: (033) 940 2405

**APPLICATIONS**
All applications should be forwarded to: The Human Resources Manager Uthukela Health District office, Private Bag X 9958 Ladysmith 3370, OR Hand Delivered to HR Officer (Room 20) 32 Lyell Streets, Ladysmith 3370.

**FOR ATTENTION**
Mrs. C.G.K Hadebe

**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), registration with council. The reference number must be indicated in the column provided on the form Z83 (Part A). Persons with disabilities should feel free to apply for the post. NB: Failure to comply with the above instructions will disqualify applications. Please note that due to a large of applications received, applications will not be acknowledged. However, every successful applicant will be advised of the outcome of the application in due course. The appointment is subject to positive outcome obtained from the State Security Agency (SSA) to the following checks (security clearance(vetting), credit records, citizenship) qualifications of Educational Qualification by SAQA, verification of previous experience from Employers and Verification form Company Intellectual Property Commission (CIPC). Applicants are respectfully informed that, if no notification of appointment is received within 3 months after closing date, they must accept that their applications were unsuccessful. Applicants in possession of a foreign qualification must attach an evaluation certificate form the South African Qualification Authority (SAQA) to their application. Non-RSA Citizens/ Permanent Residents/ Work Permit holders must submit documentary proof together with their applications. All employees in the Public Service that are presently on the same salary level but on a notch/package above that of the advertised are free to apply. Please note that no S&T payments will be considered for payment to candidates that are invited for interview.

**CLOSING DATE**
31 March 2021

**POST 09/173**
ASSISTANT MANAGER NURSING (SPECIALTY) REF NO: NKAH 01/2021
Department: OPD, HAST, THEATRE & CSSD

**SALARY**
R614 991 – R692 166 per annum. 13th Cheque, Medical Aid (Optional), Housing Allowance (employee must meet the prescribed requirements), 8% In-hospitable area allowance.

**CENTRE**
Nkandla District Hospital

**REQUIREMENTS**
Senior Certificate / Grade 12. Degree / Diploma in nursing that allow registration with the SANC as a Professional Nurse and Midwife. Proof of registration with SANC as General Nurse and Midwife. A post basic nursing qualification with duration of at least one (1) year accredited with SANC in Medical and Surgical Nursing Science (Operating Theatre Nursing) OR A post-basic nursing qualification, with a duration of at least 1(one) year accredited with SANC in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC). A minimum of ten (10) years appropriate / recognisable experience nursing after registration as a professional nurse with SANC in General Nursing. At least 6 years of the period referred to above must be appropriate / recognisable experience after obtaining the one (01) year post basic qualification in Medical and Surgical Nursing Science. Or in Clinical Nursing Science, Health Assessment, Treatment and care. At least three (03) years of the period referred above must be appropriate recognisable experience at management level. Current SANC receipt (2021). Proof of current and previous working experience endorsed by Human Resource Department (Certificate of Service). Applicants must submit confirmation letter of relevant
experience from their supervisors in an official letterhead of the employer when they apply. Recommendations: Nursing administration. Valid driver’s license Knowledge, Skills, Attributes and Abilities Ability to implement National Core Standards. Knowledge of Batho Pele and Patient’s Rights. Excellent communication skills, human relations and ability to teach and train staff within a team. Ability to work and maintain meaningful relationship within a diverse community. Knowledge of health and public service legislation, regulations and policies. Appropriate understanding of nursing scope of practice and nursing standards. Basic computer literacy to enhance service delivery. Effective communication with patients, supervisors and other health professionals. Ability to work as part of multi-disciplinary team at all levels and work effectively to maintain high level of service delivery. Knowledge of labour relations and disciplinary procedures. Basic understanding of HR and financial policies and practices. Planning, organizing, leading, controlling, delegation, supervisory, communication, motivation, decision-making and problem solving.

**DUTIES**

- Exercise overall control of all resources within the department especially operating theatre outpatient and HAST unit. Identify needs, formulate health care programme and oversee implementation thereof. Ensure implementation of clinical competencies and ensure that scientific principles of nursing process are maintained. Manage and supervise formulation of procedures specific to the area of responsibility and to ensure that they are keeping up with the current statutory regulations and guidelines as well as current codes of ethics. Contribute to the development of clinical management guidelines and protocols for management of patient level of care within available resources. Ensure proper use and control of all resources under your control, ensuring that operations remain within the budget. Willing to improve in order to manage in changing health environment. Ensure compliance with National Core Standards in department under your authority. Monitor and supervise staff performance. Initiate and conduct audit in all allocated units. Assist with relief duties in other departments where the ANM concerned is off duty / leave. Perform duties as delegated by the supervisor.

**ENQUIRIES**

Mrs. SJ Nguse Tel No: (035) 8335047

**APPLICATIONS**

Applications should be directed to: The Human Resource Manager – Nkandla District Hospital, Private Bag X 102, Nkandla, 3855 OR Hand Delivered to: Human Resource Department - Nkandla District Hospital, 491 Mbatha Lane, Nkandla, 3855.

**FOR ATTENTION**

Mrs. SG Masikane

**NOTE**

Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable from any Public Service Department or from the website www.kznhealth.gov.za which must be originally signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, certified copies of qualifications/certificates, Professional Registration Certificates, Identity Document and Driver’s License (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. Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non- RSA Citizens/Permanent Residents/ Work Permit holders must submit documentary proof together with their applications. All employees in the Public Service that are presently on the same salary level but on a notch/package above of the advertised post are free to apply. Due to cost-cutting measures, S&T Claims will not be paid to candidates who will be attending interview. African males are encouraged to apply.

**CLOSING DATE**

01 April 2021

**POST 09/174**

OPERATIONAL MANAGER (PHC) GRADE 1 REF NO: APP/ 03/2021

**SALARY**

R562 800 - R633 432 per annum. Benefits: 13\textsuperscript{th} Cheque, medical aid (optional) and 8% rural allowance.

**CENTRE**

Gateway Clinic under Appelsbosch hospital

**REQUIREMENTS**

Grade 12 (Senior Certificate) Degree/Diploma in General Nursing and Midwifery. A post basic qualification with a duration of (01) year accredited with SANC in Clinical Nurse Science, Assessment, Diagnosis, Treatment and Care (PHC).
Experience: A minimum of 09 years appropriate/recognizable experience 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 the relevant specialty. Proof of previous and current work experience endorsed and stamped by Human resource department (Certificate of service) Recommendations: valid Code8 or 10 driver’s license. Proof of computer literacy.

Knowledge, Skills: Ability to interact with diverse stakeholders and health care users and givers. Training And Good verbal, writing and communication skills. Facilitation and coordination. Competences skills. Problem solving skills. Knowledge of SANC Rules and Regulations Ability to plan, organize and manage conflicts. Basic financial management skills knowledge of human resource management personal Attitude, Responsive, professionalism, Supportive, Assertive and Team player role leadership and supervisory skills.

DUTIES: Planning, organizing and monitoring of objective of the facility. Manage all resources within the unit effectively and efficiently to ensure optimum service. Ability to plan and organize own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care. Monitor provision of quality comprehensive service delivery at emergency room. Participate actively in Operation Sukuma Sakhe programme. Work as part of the multidisciplinary team to ensure good nursing care. Demonstrate effective communication with patients, community and multidisciplinary team. Monitor safe patient service and improve client satisfaction. Participate in the attainment of National Core Standards. Contribute to the realization of Ideal Clinic (ICRM) status. Participate in the analysis and formulation of nursing policies and procedures. Provide direct and indirect supervision of all staff within the unit and give guidance. Demonstrate an understanding of Human Resource and Financial Management Policies and procedures. Monitor and evaluate the care and management of all patients through clinical audits Ability to supervise Medical and surgical emergencies and refer appropriately. Supervise and Monitor implementation of PHC Re-Engineering Monitor implementation and performance on indicators on daily, weekly and monthly basis, provide feedback to management, analyze data and draw up quality improvement plan and implementation plan. Exercise control of discipline and any other labour related issues in terms of laid down procedures. Ensure complaint management is functional in the clinic Ensure functionality of the clinic committee programme so that community involvement and participation is achieved Condukt Clinic Open days Monitor and evaluate HR performance through EPMDS for all relevant staff.

ENQUIRIES: Mrs. GMP Sokhela Tel No: (032) 2948000 ext. 261
APPLICATIONS: Appelsbosch Hospital, P/Bag x 215, Ozwathini, 3242
FOR ATTENTION: Human Resource Manager
NOTE: Equity Target: African Male
CLOSING DATE: 31 March 2021
POST 09/175: ASSISTANT DIRECTOR: GRADE 1 REF NO: HRM 23/2021 (X1 POST)
Directorate: X-RAY

SALARY: R517 326 – R574 158 per annum. Other Benefits: 13th Cheque, Service Bonus, Medical Aid Optional, Home Owners or Rental Housing Allowance (employee must meet prescribed requirements)

CENTRE REQUIREMENTS: National Diploma/BTech degree in Diagnostic Radiography Plus Registration with the Health Professions Council of South Africa as a Diagnostic Radiographer Plus Current registration with HPCSA Plus A minimum of 5 years’ appropriate experience after registration with HPCSA in Radiography of which 3 years must be appropriate Managerial/Supervisor experience Recommendation: Computer Literacy, Valid Driver’s License Knowledge, Skills, Training And Competencies Required: Sound knowledge of diagnostic radiography practice and ethos, Sound knowledge of radiation control and safety Regulations, Knowledge of relevant Health and Safety Acts, Knowledge of relevant Public Service policies, acts and regulations, Knowledge of Public Health Sector Quality Improvement Initiatives, Conflict resolution and problem solving skills, Good interpersonal and written and verbal communication skills, Planning and organizational skills.

DUTIES: Ensure the effective, efficient and cost effective management of allocated Resources of the Department, Ensure the department is compliant with Radiation safety standards and other legal safety requirements, Ensure compliance to Quality Improvement Initiatives within the hospital, Maintain the operational reliability of the department, Perform clinical duties including shift work as needed.

ENQUIRIES: Dr. N. Khuzwayo Tel No: (031) 360 3460
APPLICATIONS: All applications must be addressed to the Human Resources Manager, and should be placed in the red application box situated next to the ATM in the Admin building or posted to Private Bag X02, Congella, 4013.

NOTE: An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Certified copies of ID documents, Std 10, educational qualifications, certificates of service and professional registration certificates (not copies of certified copies) and proof of current registration must be submitted together with your CV. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. Please note that the selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please Note That Due To Financial Constraints, There will be no payment of S&T Claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Persons with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying).

CLOSING DATE: 26 March 2021

POST 09/176: PROFESSIONAL NURSE-SPECIALTY STREAM-THEATRE REF NO: MURCH 02/2021 (X1 POST)

SALARY: Grade 1: R383 226 per annum
Grade 2: R471 333 per annum
Other Benefits 13th Cheque, Home owners allowance (employee must meet prescribed Requirements), Medical Aid (Optional) and 12% Rural Allowance

CENTRE: Murchison Hospital

REQUIREMENTS: Senior Certificate, Degree / Diploma in General nursing and Midwifery plus 1 year post basic qualification in Operating Theatre Technique, Current Registration with SANC as General Nurse and Operating Theatre. Current SANC receipt, previous work experience/Certificate of service endorsed by your Human Resource Department (to be attached to application) Grade 1: Experience: A minimum of 4 years appropriate/recognizable experience in nursing after registration as Professional with SANC in general nursing and Operating Theatre Technique Grade 2 Experience: A minimum of 14 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with SANC in general nursing and Operating Theatre Technique, of which at least 10 years must be appropriate/recognizable experience, after obtaining the one year post basic qualification in the relevant specialty. Knowledge, Skills And Competencies Knowledge of nursing care and processes and procedures 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 Knowledge of SANC rules and regulations Knowledge of Batho Pele Principles and patients' rights charter.

DUTIES: Must be able to handle operating and emergencies and high risk conditions To execute duties and functions with proficiency within script of applicable legislation Provision of quality patient care through setting of standards, policies and procedures To participate in quality improvement programmes and clinical audits Uphold Batho Pele and patients' rights principles Provide a safe, therapeutic environment as laid down by the Nursing act Maintain accurate and complete patient records according to legal requirements Exercise control over discipline, grievance and labour relations issues Manage and supervise effective utilization of all resources e.g. Human, Financial, material etc. Implementation and management of infection control and prevention protocols assist with performance reviews i.e. EPMDSD as well as student progress reports Maintain a plan to improve the quality of Nursing and health care in operating theatre Formulation of theatre policies to ensure good practice Ensuring the availability of the necessary basic equipment.

ENQUIRIES: Mrs CN Mkhwanazi Tel No: (039) 6877311 ext 127

APPLICATIONS: All Applications Should Be Forwarded To: Chief Executive Officer P/Bag X701 Portshepstone 4240 or Hand Delivered To: Human Resources Department Murchison Hospital
The following documents must be submitted: Application for Employment Form (Z83), which is obtainable at any Government Department or from the Website - www.kznhealth.gov.za. Certified copies of highest educational qualification – not copies of certified copies and certified copies must not be older than 3 months Curriculum Vitae and Identity document Faxed applications will not be accepted The reference number must be indicated in the column provided on the form Z83 e.g. MURCH/ 03/2020 NB: Failure to comply with the above instructions will disqualify applicants. The appointments are subject to a positive outcome obtained from the State Security Agency (SSA) to the following checks (criminal clearance, credit records, and citizenship), verification of Educational qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC) Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non-RSA/Permanent Residents / Work permit holders must submit documentary proof together with their applications. Please note that due to large number of applications received, applications will not be acknowledged. However, every applicant will be advised of the outcome of his or her applications in due course. (This Department is an equal opportunity, affirmative active employer, whose aim is to promote representivity in all occupational categories in the Institution) If you have not heard from us within two months from the closing date, Please accept that your application has been unsuccessful. Employment Equity target for the post is African Male and people with disabilities are encouraged to apply.

CLOSING DATE : 26 March 2021

POST 09/177 : CLINICAL NURSE PRACTITIONER (SIBUYANE CLINIC) REF NO: GTN 03/2021 (X2 POSTS)

SALARY : Grade 1: R383 226 – R444 276 per annum
           Grade 2: R471 333 – R579 696 per annum
           Plus 13th Cheque, Plus Rural allowance (12%), Plus Housing Allowance
           (employee must meet prescribed requirements), Plus Medical Aid (Optional

CENTRE : Greytown Hospital

REQUIREMENTS : Diploma/Degree in General Nursing PLUS 1 year post basic qualification in Primary Health Care and Midwifery registration with SANC as a registered and PHC nurse Current S.A.N.C receipt 2020. Grade 1: A minimum of 4 years appropriate/recognizable nursing experience after registration as General Nurse. Grade 2: A minimum of fourteen (14) years recognizable nursing experience as a General Nurse of which at least 10 years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 year post –post basic qualification in the relevant specialty. Please provide all you certificate of service from previous and current employer endorsed and stamped by Human Resource Department. Knowledge of Public Service Policy. Knowledge of Batho Pele Principles and Patients’ Right Charter. Knowledge of SANC rules and regulations. Good communication, interpersonal and problem solving skills. Knowledge of code of conduct, leadership, organizational, decision making, counselling and conflict management skills. Human Resource and financial management skills. Report writing and time management skills. Knowledge of nursing care processes and procedures. Ability to function well within a team. Sound knowledge of disciplinary processes and grievance procedures.

DUTIES : Ensure data management at all levels. Manage and supervise effective utilisation of allocated resources. Demonstrate effective communication with patients supervisors and other clinicians including report writing monthly and statistics as required. Able to plan and organize own work and that of support personnel to ensure nursing care. Diagnose, treat and dispense medication. Work as part of multidisciplinary team to ensure good nursing care at PHC setting in all health programmes including NGOs, CBOs and CHWs. Display concern for patients; promoting and advocating proper treatment and care including awareness and willingness to respond to patient needs. Deputize the Operational Manager in charge of the facility. Monitor Infection Prevention and Control within the facility. Assist with performance reviews i.e. EPMDs. Motivate staff regarding development in order to increase level of expertise and assist patients and families to develop a sense of care. Ensure that the Batho Pele principles are implemented. Ensure increased accessibility of health services to all community members including staff.

ENQUIRIES : Ms SZ Myeni Tel No: (033) 413 9400

APPLICATIONS : Should be forwarded: The Chief Executive Officer: Greytown Hospital, Private Bag X 5562 Greytown, 3250. Or Hand Delivery: Bell Street Extension, Greytown.

FOR ATTENTION : Human Resource Manager

NOTE : People with Disabilities and African Male are encouraged to apply. NB: No subsistence and travelling allowance will be paid for interview attendance
CLOSING DATE : 26 March 2021