

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

“This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.”

OTHER POTS

<u>POST 44/163</u>	:	<u>MEDICAL SPECIALIST: REF NO: GJGMR 39/2019 (X1 POST)</u> Component: Radiology
<u>SALARY</u>	:	Grade 1: R1 106 040 per annum (all-inclusive package + a fixed commuted overtime & 18% Inhospitable Allowance) Grade 2: R1 264 623 per annum (all-inclusive package + a fixed commuted overtime & 18% Inhospitable Allowance) Grade 3: R1 467 651 per annum (all-inclusive package + a fixed commuted overtime & 18% Inhospitable Allowance)
<u>CENTRE REQUIREMENTS</u>	:	GJGMR Hospital Grade 1: Minimum Requirements: A tertiary qualification (MBCHB or equivalent), plus Current registration with the Health Professions Council of South Africa as a Specialist in Radiology Plus, One (1) year relevant experience after registration as a Medical Specialist with a recognized Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa Grade 2: Minimum Requirements: A tertiary qualification (MBCHB or equivalent) plus, Current registration with the Health Professions Council of South Africa as a Specialist plus, Five (5) years post registration experience as a Medical Specialist in Radiology Six (6) years relevant experience after registration as a Medical Specialist with a recognized Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa Grade 3: Minimum Requirements: A tertiary qualification (MBCHB or equivalent) plus, A valid registration with the Health Professions Council of South Africa in Specialist plus, Ten (10) years post registration experience as a Medical Specialist in Radiology Eleven (11) year relevant experience after registration as a Medical Specialist 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 Knowledge, Skills and Competencies: Sound knowledge and experience of procedure in Radiology. Good verbal and written communication skills and interpersonal skills. Sound teaching and supervisory abilities. A concern of excellence. The ability to function in a multi-disciplinary team.
<u>DUTIES</u>	:	To ensure an optimal Radiology service is provided. Development of management protocols/policies for the department. Organize, prepare and chair interdepartmental clinical Radiology meetings. Provide outpatient, inpatient clinical services and referral services. Assist with quality improvement imperatives including clinical audits (Morbidity and Mortality reporting and reviews, clinical documentation audits etc) and continuous development activities. Participate in the training of registrars and promote ongoing staff development in accordance with individual and departmental needs. Provide outreach and support to District hospitals in Ilembe District. Maintain satisfactory clinical, professional and ethical in the department. To perform compulsory commuted overtime in line with hospital needs and current departmental policy.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr TP Mabesa (Manager Medical Services) Tel No: (032) 437 6002
<u>FOR ATTENTION NOTE</u>	:	Applications to be forwarded to: Human Resources Department, The Human resource manager, GJGMR Hospital, Private Bag x10609, Stanger 4450 Mr. S. Govender 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. GJGMR 39/2019 .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

: 27 December 2019

POST 44/164

: **MEDICAL SPECIALIST (GRADE 1, 2, 3) REF NO: GS 81/19**
Component – Paediatrics

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. Employee must sign the commuted overtime contract form.
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 Employee must sign the commuted overtime contract form.
Grade 3: R1 467 651 per annum package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules Plus Commuted overtime which is subject to the needs of the Department Employee must sign the commuted overtime contract form.

CENTRE REQUIREMENTS

: Greys Hospital: PMB Metropolitan Hospital Complex
: MBCHB OR equivalent qualification Plus FC Paeds (SA) OR equivalent and Current Registration with Health Professions Council of South Africa as a Medical Specialist in Paediatrics **Grade 1:** Experience: Not applicable; Registration with the HPCSA as a Medical Specialist in Paediatrics (or equivalent). **Grade 2:** Experience: 5 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in Paediatrics (or equivalent). **Grade 3:** Experience: 10 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in Paediatrics (or equivalent) Recommendations: Three (3) years or more experience as a Paediatrician as this will be recognised as an advantage during the short-listing and interview stages. Candidates with recognized Paediatrics Sub-specialist qualifications in line with current demands are encouraged to apply as this will be recognized as an advantage during the short-listing and interview stages.

DUTIES

: Will cover clinical care, scholarship, professionalism, governance, administration and management and project/s.) Participate in the provision of 24-hour in- and outpatient paediatric clinical care within the Pietermaritzburg Metropolitan Hospitals Complex (Grey's and/or Edendale Hospital) as deemed necessary for patient care. This will include generalists working in sub-specialist areas, and vice versa; i.e. sub-specialists working in generalist areas. Participate in the departmental Outreach program to the catchment area Assist with the maintenance of standards of care and implementation of quality improvement programmes within the department Assist with the supervision and support of registrars, medical officers, CSOs and interns in the department. Participate in the departmental academic and training programme/s, Assist with the administration of a component of the Paediatrics Department in Pietermaritzburg Participate in the departmental activities for the development and training of undergraduate, post graduate and vocational students, including joining the University of Kwazulu-Natal (UKZN) as a member of the Faculty of Health Sciences, School of Clinical Medicine, Department of Paediatrics & Child Health Assist and participate in research activities as defined within the department

ENQUIRIES APPLICATIONS

: Dr B.L. Dhada Tel No: (033) 897 3264
: 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 81/19. 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** : 20th December 2019
- POST 44/165** : **MEDICAL SPECIALIST (GRADE 1, 2, 3) REF NO: GS 79/19 (X2 POSTS)**
Component: Oncology
- 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
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
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
- CENTRE REQUIREMENTS** : Greys Hospital, Pietermaritzburg
: MBChB or equivalent, FCRad Onc (SA) and/or MMED Current Registration with HPCSA as a Specialist Oncologist Registrars who have completed their training may also apply – their appointment will be will be subject to final specialist registration with the Health Professions Council of South Africa
Grade 1: Experience: Not applicable; Registration with the HPCSA as a Medical Specialist. **Grade 2:** Experience: 5 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in the relevant discipline. **Grade 4:** Experience: 10 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in the relevant discipline. Recommendation Knowledge, Skills, Training and Competency Required: Sound knowledge of medical oncology, including appropriate and rational prescribing of chemotherapeutic agents and biologicals In-depth theoretical and practical understanding of radiotherapy including its prescription, contouring, plan evaluation and revision Comprehensive understanding of palliative care and its application in oncology Good clinical decision-making and communication skills. Ability to undertake teaching and training of students and Staff as required Knowledge of basic ethical and academic research principles. Detailed and accurate patient record-keeping Administrative skills to ensure efficient running of a unit Good verbal and written communication skills Interpersonal skills - ability to communicate professionally with staff, students and patients; Conduct oneself in a professional manner at all times; display sound ethical values; apply Strong work ethic and to work with commitment individually as well as within a team Interest in conducting and supervising research
- DUTIES** : Control and management of clinical services as delegated by the Head Clinical Unit. Provide clinicians with expert advice and opinion to aid diagnosis, management and treatment of patients. Conduct and oversee out-patient specialist clinics (both new and follow-up) and provide expert opinion where required. Participate in multi-disciplinary teams Prescribe radiotherapy, contour volumes, evaluate and revise radiotherapy plans (definitive and palliative) Maintain satisfactory clinical, professional and ethical standards related to these services. Maintain necessary discipline over staff under his/her supervision. Provide supervision, teaching and mentorship to medical officers,

registrars, nursing staff and radiotherapists Play an active role in the departmental academic programme Involvement in administration and management of the unit, including attendance of meetings, day-to-day administrative tasks and strategic planning Assist with the maintenance of good clinical governance Assist in the development of guidelines and protocols Ensure timeous submission of statistics and other information as requested by the HCU

- ENQUIRIES** : DR L. Stopforth Tel No: (033) 8973222
- 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 79/19. 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** : 20 December 2019
- POST 44/166** : **DEPUTY MANAGER: NURSING GRADE 1 REF NO: HRM 60/2019 (01 POST)**
Directorate: Nursing
- SALARY** : Grade 1: R843 618 – R949 482 per.annum. (All inclusive salary package)
- CENTRE** : King Edward VIII Hospital (KEH)
- REQUIREMENTS** : Basic R425 qualifications (ie. Diploma or degree in Nursing) or equivalent qualification that allows registration with the SANC as a Professional nurse, Current registration with SANC as a Professional nurse, A minimum of 9 years appropriate/recognizable experience in Nursing after registration with SANC in General Nursing, At least 4 years of the period referred to above must be appropriate/recognizable experience at management level Recommendation: Computer Literacy Valid Code EB Driver’s License (08) Knowledge, Skills, Training And Competencies Required: In depth knowledge and understanding of Health Related Acts, Nursing Regulations, Guidelines and Labor Relations policies, Good communication, Negotiation, report writing, Change management, Operations Planning and Organizing skills, Competence in computer and technology use, particularly Outlook/Emails, Power Point presentations, Excel Spreadsheet and Word Documents programs
- DUTIES** : Provide guidance and leadership towards the realization of strategic goals and objectives of the Nursing service division, Provide professional, technical and management support for the provision of quality patient care through proper management of nursing care programs, Advocate and ensure the promotion of nursing ethos and professionalism, Develop and monitor the implementation of policies, programs, regulations, practices, procedures and standards pertaining to nursing care, Utilize information technology and other management information systems to manage nursing information for the enhancement of service delivery, Establish, maintain and participate in inter-professional and multi-disciplinary teamwork that promotes efficient and effective health care, Manage and utilize resources in accordance with relevant directives and legislation
- ENQUIRIES** : Dr. T. Mayise Tel No: (031) 360 3015
- 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. 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) Please Note That Due To Financial Constraints, There Will Be No Payment Of S&T Claims.

CLOSING DATE

: 20 December 2019

POST 44/167

: **MEDICAL OFFICER GRADE 1, 2, 3 REF NO: GS 80/19**
Component – Dermatology

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 form annually)

CENTRE REQUIREMENTS

: Greys Hospital, Pietermaritzburg
: MBCHB Degree plus Current registration with the Health Professional Council of South Africa as a Medical Practitioner by the time of appointment
Recommendation: Experience in Dermatology a documented specific interest in Dermatology ACLS course completed (current valid certificate) **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. **Grade 3:** Experience: 10 years' experience after registration with the HPCSA as a Medical Practitioner. Foreign qualified candidates require 11 years relevant experience after registration as Medical Practitioner with a recognized foreign health professional council in respect of foreign qualified employees of whom it is not required performing community service as required in South Africa. Knowledge, Skills and Experience: Sound clinical and patient management skills; human resource management; information management; quality assurance programs Current health and public service legislation, regulations and policy, and medical ethics

DUTIES

: Medical care of patients: Dermatology – This is a post for care of out- and in-patients with dermatological conditions. Rotations through other medical sub-disciplines may be required, depending on the relative needs of the Departments of Dermatology and Internal Medicine. Level of care required – Medical care appropriate to Grey's Hospital, a tertiary and referral health facility; Overtime requirements – After-hours work in the Departments of Internal Medicine and/or Dermatology will be required, depending on the needs of the Departments of Dermatology and Internal Medicine. Geographical limits – the post(s) will be based at Grey's but you will be expected to perform duties at various health facilities, which may include rotations in Dermatology at facilities within the Pietermaritzburg metropole. Outreach Dermatology services to facilities in Area 2 may be required either regularly or from time to time. Administration and management: Supervise junior medical staff, including in clinical work, attendance, time management, conflict management

etc; Service logistics – assist in administrative aspects of running the Department of Dermatology and/or Internal Medicine e.g. roster and rotation planning, clinical and operational protocol development; Quality improvement – assist and participate in quality improvement, including audits Medico-legal matters – assist with medico-legal tasks such as medical reports for insurance claims, mortality and morbidity analysis etc. Academic programme: Training - provide in-service training to staff or be a recipient of in-service training, as appropriate for a medical officer and to meet the needs of the service; Teaching – participate in under-graduate and post-graduate training programmes (teaching, examinations, administration etc) as required by the programmes and appropriate for a medical officer; Academic activities – active participation in academic activities such as journal clubs, academic presentations etc. Research – participate in departmental research. Initiation and performance of research is optional

- ENQUIRIES** : DR A.V. Chateau: Tel No: (033) 897 3177
- 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 80/19. 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** : 20 December 2019
- POST 44/168** : **MEDICAL OFFICER GRADE 1, 2, 3 REF NO: NGWE 76/2019**
Psychiatry Department
- SALARY** : Grade 1: R821 205 per annum All inclusive salary packages
Grade 2: R938 964 per annum All inclusive salary packages
Grade 3: R1 089 693 per annum All inclusive salary packages
(This inclusive package consist of 70% basics and 30% flexible portion that can be structured in terms of applicable rules) Plus 18% Inhospitable Allowance Plus Commuted Overtime which is determined by service delivery needs of the department
- CENTRE** : Ngwelezana Tertiary Hospital
- REQUIREMENTS** : Tertiary qualification in the Health Science (MBChB), Current registration with the Health Professions Council of South Africa as a Medical Practitioner, Grade 1: No working experience, Grade 2: A minimum of 5 years appropriate experience as a Medical Practitioner after registration with the HPCSA as Medical Practitioner and proof of working experience endorsed by Human Resource Department, Grade 3: A minimum of 10 years appropriate experience as a Medical Practitioner after registration with the HPCSA as Medical Practitioner and proof of working experience endorsed by Human Resource Department, Sound clinical skills, Knowledge of acts, policies and regulations of the department of health and Concern for excellence.
- DUTIES** : Provision of quality patient centred care for all patients in the hospital and satellite facilities. Examine, investigate, diagnose and oversee the treatment of patients. Provision of after-hours services in a form of commuted overtime as per the departmental needs. Provide medical related information to clinical staff as may be required. Undertake on-going care of individual patients to allow for continuity of care including ward rounds and clinics visit. Maintain accurate health records in accordance with legal ethical considerations. Train and guide staff who are health professionals. Actively participate in morbidity and mortality reviews. Attend and participate continuous medical education and training. Participate in quality improvement programmes which includes clinical governance and national core standards. Ensure that cost-effective

service delivery is maintained within the respective department. Attend to administrative matters as required. Observe and comply with all departmental policies and guidelines regulating employment relationship and clinical functioning. Perform other duties as assigned by the Supervisor or other senior official

**ENQUIRIES
APPLICATIONS**

: Dr P.D Milligan Tel No: (072) 235 6480
: Please forward application quoting the reference number to The HumanResource Department Ngwelezana Hospital, Private Bag X20021, Empangeni, 3880 or hand delivered to Ngwelezana Hospital, Human Resource Department, 1sFloor Admin Block

**FOR ATTENTION
NOTE**

: Mr. M.P Zungu
: Application must be submitted on the Application for Employment Form (Form Z.83), which is obtainable at any Government Department or from the website – www.kznhealth.gov.za must accurately completed and signed. Reference Number must be indicated in the column provided on the form Z.83, Comprehensive Curriculum Vitae, certified copies of identity document, educational qualifications and professional registration certificates - not copies of certified copies. Persons with disabilities should feel free to apply for the post. Applicants in possession of a foreign qualification must attach an evaluation/verification certificate from the South African Qualifications Authority (SAQA) or other regulating bodies to their applications. Non- RSA Citizens/Permanent Resident/ Work Permit holders must submit a documentary proof together with their applications. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representatively in all levels of all occupational categories in the Department. The appointment is subject to positive outcome obtained from the NIA to the following checks: security clearance, credit records, qualification, citizenship and previous experience verifications. Failure to comply with the aforementioned instructions will result to your application being disqualified. Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful.

CLOSING DATE

: 20 December 2019 (Late applications will not be accepted)

POST 44/169

: **MEDICAL OFFICER (ANAESTHETICS) GRADE 1-3 REF NO:
PMMH/MO/ANAES/03/2019 (X3 POSTS)**

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 3 62 366 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
REQUIREMENTS**

: Prince Mshiyeni Memorial Hospital – Anaesthetics
: 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: 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, legislation, programmes and priorities within the domain Ability to teach; guide junior staff within the department.

- 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 medicine 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 RJ Ramjee Tel No: (031) 907 8132
- 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** : 20 December 2019
- POST 44/170** : **DEPUTY DIRECTOR: HRM SALARY REF NO: NGWE 77/2019**
Human Resource Management Services
- SALARY** : R733 257 – R863 748 per annum (Level 11) All inclusive salary packages per annum (this inclusive package consist of 70%/75% basic salary and 30%/25% flexible portion that can be structured in terms of applicable rules)
- REQUIREMENTS** : National Diploma or Degree in Human Resource Management or Public Administration. A minimum of 3 years managerial working experience in field of Human Resource Management Services, valid drivers, Strategic and Operational Planning Skills, Broad knowledge of HR Practices, HR Development and Planning, Employee Relations and Employee Health and Wellness Services. Excellent managerial, facilitation, communication and interpersonal skills, Expert knowledge of legislative and policy framework informing the areas of operation. Ability to work in a multi-disciplinary team at a senior managerial level. Ability to prioritize the issues and other work related matters in order to comply with tight deadlines. Extensive knowledge of computerized personnel and salary systems (PERSAL) and Microsoft packages. Problem solving skills, good communication and interpersonal skills.
- DUTIES** : Overall Management of Human Resource Management Services in the Hospital. Management of Human Resource practices which includes service conditions, establishment control, recruitment and selection. Management of human resources development and planning. Management of Employer Employee Relations. Management of Occupational Health Services. Development, implementation, monitoring and review of Human Resource Standard Operating Procedures, guidelines and protocols. Development, implementation, monitoring and evaluation of HR Plans, Employment Equity Plans, Workplace Skills Plan, Employee Wellness Plans. Generate mandatory reports. Oversee the functionality of all HR related committees. Maintain a sound labour peace. Ensure adherence to HR policies and all relevant regulations. Participate in strategic meetings. Provide expert advice on human related matters. Identification and mitigate risk. Adherence to quality improvement initiatives and compliance to applicable set standards. Eradication of negative audit findings thought observation and compliance to all departmental policies. Perform other duties as assigned by the Supervisor and/or other senior official
- ENQUIRIES** : Dr BS Madlala Tel No: (035) 901 7105
- APPLICATIONS** : Please forward application quoting the reference number to The HumanResource Department Ngwelezana Hospital, Private Bag X20021, Empangeni, 3880 or hand delivered to Ngwelezana Hospital, Human: Resource Department, 1sFloor Admin Block
- FOR ATTENTION** : Dr BS Madlala

- NOTE** : Application must be submitted on the Application for Employment Form (Form Z.83), which is obtainable at any Government Department or from the website – www.kznhealth.gov.za must accurately completed and signed. Reference Number must be indicated in the column provided on the form Z.83, Comprehensive Curriculum Vitae, certified copies of identity document, educational qualifications and professional registration certificates - not copies of certified copies. Persons with disabilities should feel free to apply for the post. Applicants in possession of a foreign qualification must attach an evaluation/verification certificate from the South African Qualifications Authority (SAQA) or other regulating bodies to their applications. Non- RSA Citizens/Permanent Resident/ Work Permit holders must submit a documentary proof together with their applications. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representatively in all levels of all occupational categories in the Department. The appointment is subject to positive outcome obtained from the NIA to the following checks: security clearance, credit records, qualification, citizenship and previous experience verifications. Failure to comply with the aforementioned instructions will result to your application being disqualified. Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful.
- CLOSING DATE** : 20 December 2019 (Late applications will not be accepted)
- POST 44/171** : **OPERATIONAL MANAGER NURSING: SPECIALITY: REF NO: NGWE 78/2019**
Psychiatry Department
- SALARY** : R562 800 (Grade 1) Per annum Plus 8% Rural Allowance, 13th Cheque, Housing Allowance and Medical Aid Subsidy (Employee must meet the prescribed requirements)
- CENTRE** : Ngwelezana Tertiary Hospital
- REQUIREMENTS** : Diploma/Degree in General Nursing that allows registration with South African Nursing Council as a Profession Nurse in General Nursing. One year post basic qualification in Psychiatry Nursing. Current registration with the SANC as a Professional Nurse. A minimum of 9 years appropriate or recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing, At least 5 years of the period referred above must be appropriate/recognizable experience in Psychiatry Unit after obtaining post basic qualification in Psychiatry Nursing. Proof of working experience (certificate of service) endorsed by Human Resource. Managerial skills Advanced knowledge and skills of nursing care processes and procedures, nursing statutes and other relevant legal framework. Ability to prioritize issues and other work related matters and to comply with time frames. High level of accuracy. Insight into the public health sector strategies and priorities including nursing strategy, standard procedure and policies pertaining to nursing care. Basic computer skills
- DUTIES** : Provide effective and professional leadership within the Psychiatry inpatient and outpatient unit by improving efficiency and the provision of quality care & good governance. Provide a safe and therapeutic environment that allows for the practice of safe nursing care as laid by the Nursing Act, Occupational Health and safety Act, Mental Health Act and all other applicable prescripts. Demonstrate effective communication with patients and other health professional and junior colleagues including complex report writing as required. Display a concern of patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Bathopele. Develop and implement quality assurance programmes, policies, operational plan, standard operating procedures and guidelines for the unit. Manage adverse events and patient complaints. Manage & supervise effective utilization of all resources e.g human, financial material. Exercise control over discipline, grievance and all labour relations issues. Perform both clinical and administrative duties as required. Attend to meetings and workshops as directed. Manage own work and that of junior colleagues. Monitor health indicators, risk factors and develop plan of action for gaps identified. Ensure implementation of health programmes aiming at improving mental health. Serve as a paymaster for your unit. Perform other duties as assigned by the supervisor and the hospital management. Ensure implantation of NCS, Ideal Hospital and other departmental initiatives including provincial priorities.

		Provision of effective support to Nursing Service i.e assist with relief of the supervisors and partake overall specialized unit function in team building.
<u>ENQUIRIES</u>	:	Ms R.M Sithole Tel No: (035) 901 7258
<u>APPLICATIONS</u>	:	Please forward application quoting the reference number to The HumanResource Department Ngwelezana Hospital, Private Bag X20021, Empangeni, 3880 or hand delivered to Ngwelezana Hospital, Human Resource Department, 1sFloor Admin Block
<u>FOR ATTENTION</u>	:	Mr. M.P Zungu
<u>NOTE</u>	:	Application must be submitted on the Application for Employment Form (Form Z.83), which is obtainable at any Government Department or from the website – www.kznhealth.gov.za must accurately completed and signed. Reference Number must be indicated in the column provided on the form Z.83, Comprehensive Curriculum Vitae, certified copies of identity document, educational qualifications and professional registration certificates - not copies of certified copies. Persons with disabilities should feel free to apply for the post. Applicants in possession of a foreign qualification must attach an evaluation/verification certificate from the South African Qualifications Authority (SAQA) or other regulating bodies to their applications. Non- RSA Citizens/Permanent Resident/Work Permit holders must submit a documentary proof together with their applications. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representatively in all levels of all occupational categories in the Department. The appointment is subject to positive outcome obtained from the NIA to the following checks: security clearance, credit records, qualification, citizenship and previous experience verifications. Failure to comply with the aforementioned instructions will result to your application being disqualified. Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful.
<u>CLOSING DATE</u>	:	20 December 2019 (Late applications will not be accepted)
<u>POST 44/172</u>	:	<u>OPERATIONAL MANAGER: PEADIATRIC (SPECIALITY) GRADE 1 REF NO: APP/13/2019</u>
<u>SALARY</u>	:	R562 800 - R633 432 per annum benefits: 13th Cheque, medical aid (optional) and 8% rural allowance.
<u>CENTER</u>	:	Appelsbosch hospital
<u>REQUIREMENTS</u>	:	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 Paediatric Nursing Science .Proof of current registration with SANC (2019 receipt).Experience 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: Diploma/Degree in Nursing Management will be and added advantage Knowledge, Skills: knowledge and insight into nursing processes and procedures. Nursing status and other relevant Public service Acts. Decision making. Knowledge and implementation of Batho-Pele. Supervisory skills 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.
<u>DUTIES</u>	:	Ensure adequate supervision of staff and provision of quality patient care in an efficient and effective manner. Must be able to manage pediatric emergencies and the high risk conditions. Participate on monthly perinatal meeting and district perinatal meeting. Compile daily/ monthly statistics data and CHIPP. Manage and supervise effective and efficiently utilization of resources. Ensure effective implementation of infection control and prevention practices by all staff including support services. Supervise implementation of health care delivery policies, procedures clinical guidelines, protocol operational and strategies. Plans aimed at improving service delivery. Facilitate and ensure the implementation of Departmental priorities and National Core standards. Monitor and evaluate the care and management of all patients. Ensure the keeping of accurate and complete patient's records. Demonstrate a concern

		for patients promoting and advocating a proper treatment and care. Monitor and evaluate staff performance (EPMDS). Ensure effective data management. Ensure ethics and professionalism is maintained. Demonstrate effective communication with staff, patients and multidisciplinary team. Exercise control over discipline grievance and all labour related issues. Develop/establish and maintain constructive working relationship with nursing and other stakeholders.
<u>ENQUIRIES</u>	:	Mrs. MT Zondi Tel No: (032) 2948000
<u>APPLICATIONS</u>	:	Appelsbosch Hospital, P/Bag x 215, Ozwathini, 3242
<u>FOR ATTENTION</u>	:	Human Resource Manager
<u>NOTE</u>	:	Equity Target: African Male
<u>CLOSING DATE</u>	:	31 December 2019
<u>POST 44/173</u>	:	<u>OPERATIONAL MANAGER (GENERAL STRAM) GRADE 1 REF NO: APP/12/2019</u>
<u>SALARY</u>	:	R444 276 - per annum Benefits: 13th Cheque, medical aid (optional) and 8% rural allowance.
<u>CENTRE</u>	:	Appelsbosch hospital
<u>REQUIREMENTS</u>	:	Grade 12 (Senior Certificate) Degree/Diploma in General Nursing and Midwifery. Proof of current registration with SANC (2019 receipt). Experience minimum of 07 years appropriate/recognizable experience after registration as a Professional Nurse with SANC in General Nursing. Proof of previous and current work experience endorsed and stamped by Human resource department (Certificate of service) Recommendations: Diploma/degree in nursing Management Knowledge, Skills: Knowledge and insight into nursing processes and procedures. Nursing status and other relevant Public Service Acts. 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. Decision making & problem solving skills. Knowledge of human resource management personal Attitude, Responsive, professionalism, Supportive, Assertive and Team player role leadership and supervisory skills.
<u>DUTIES</u>	:	Ensure adequate supervision of staff and provision of quality patient care in efficient and cost effective manner. Manage and supervise effective and efficiently utilization of resources. Ensure effective implementation of infection control and prevention practices by all staff including support services. Supervise implementation of health care delivery policies, procedures clinical guidelines, protocols operational and strategies. Plans aimed at improving service delivery. Facilitate and ensure the implementation of Departmental priorities and National Core standards. Monitor and evaluate the care and management of all patients. Ensure the keeping of accurate and complete patient's records. Demonstrate a concern for patients promoting and advocating a proper treatment and care. Monitor and evaluate staff performance (EPMDS). Ensure effective data management. Ensure ethics and professionalism is maintained. Demonstrate effective communication with staff, patients and multidisciplinary team. Exercise control over discipline grievance and all labour related issues. Develop/establish and maintain constructive working relationship with nursing and other stakeholders.
<u>ENQUIRIES</u>	:	Mrs. MT Zondi Tel No: (032) 2948000
<u>APPLICATIONS</u>	:	Appelsbosch Hospital, P/Bag x 215, Ozwathini, 3242
<u>FOR ATTENTION</u>	:	Human Resource Manager
<u>NOTE</u>	:	Equity Target: African Male
<u>CLOSING DATE</u>	:	31 December 2019
<u>POST 44/174</u>	:	<u>CHIEF ARTISAN GRADE A REF NO: CHA/MAINT/2019</u> Maintenance Department
<u>SALARY</u>	:	R386 487 – R441 891 per annum Plus 13th Cheque, Medical Aid: Optional, Housing Allowance (Employee must meet minimum requirements) Please note that there is no direct appointment to Grade B. The candidate will only progress to the next grade through performance assessment.
<u>CENTRES</u>	:	Addington Hospital: Kwazulu Natal
<u>REQUIREMENTS</u>	:	Identity document, highest educational qualifications, Appropriate Trade Test Certificates in terms of section 13(2) (h) of the Manpower Act of 1981 as amended in Mechanical or Electrical. Certificates of services indicating Artisan Forman experience in Mechanical or Electrical endorsed by HR Department is required. Valid Code EB driver's license. In-service applicants to submit

verification of qualification obtainable from the Human Resource Department.
 Experience: Ten years post qualification experience required as an Artisan Foreman
 Knowledge, Skills, Training And Competence Required: The incumbent of this post will report to the Systems Manager and will be responsible to manage all aspects of technical design, production, operation and maintenance activities, and as such the ideal candidates must possess Project management knowledge, Technical design and analysis knowledge, computer aided technical applications, knowledge of legal compliance, Technical report writing, Technical consulting, production, process knowledge and skills. Problem solving and analysis skills. Decision making skills. Change management, financial management, customer focus and responsiveness. Communication. Computer skills and Planning and organizing.

DUTIES

: Manage Technical Services: Manage technical/maintenance services and support in conjunction with Artisans and associated in field work, workshop and technical office activities. Ensure the promotion of safety in line with statutory and regulatory requirements. Provide inputs into existing technical manuals, standard drawings and procedures to incorporate new technology. Ensure quality assurance in line with specification. Manage Administrative and Related Functions: Provide inputs into the budgeting process compile and submit reports as required. Provide and consolidate inputs to the technical operational plan. Update databases. Manage Artisans and related personnel and assets. Financial Management: Control and monitor expenditure according to budget to ensure efficient cash flow management. Manage the commercial value add to the discipline-related activities and services. People Management: Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continuous success of technical services according to organizational needs and requirements. Manage subordinate's key performance areas by setting and monitoring performance standards and taking actions to correct deviation to achieve department objectives. Maintain And Advance Expertise: Continuous individual development to keep up with new technologies and procedures. Research/literature studies on technical/engineering technology to improve expertise. Liaise with relevant bodies/councils on technical/engineering related matters. Hours of Duty: 07H00 – 16H00 plus Standby.

ENQUIRIES APPLICATIONS

: MR C H Myeza Tel No: (031) 327 2000
 : 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. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.)

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. Employment Equity for the Post Is: African Male

CLOSING DATE

: 03 January 2020

POST 44/175

: **CLINICAL NURSE PRACTITIONER REF. NO: EGUM 21/2019 (X2 POSTS)**

SALARY

: Grade 1: R383 226 – R444 276 per annum
 Grade 2: R471 333 – R579 696 per annum

Other Allowances: Plus 13th Cheque, Plus Rural Allowance (8%), Plus Housing Allowance (employee must meet prescribed requirements), Plus Medical Aid (Optional)

CENTRE REQUIREMENTS

: Institution: E G & Usher Memorial Hospital - Kokstad PHC
: Matric or senior certificate. Diploma / Degree in General nursing and midwifery or equivalent qualification that allows registration with SANC as a Professional Nurse. 1 (One) year post basic qualification in Primary Health Care accredited by SANC. Proof of current registration with South African Nursing Council as a General Nurse, Midwife and Primary Health Care Nurse (SANC Receipt for 2019). Proof of current and previous experience endorsed and stamped by Human Resource (Service Certificate) must be attached. **Grade 1.** A minimum of 4 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in General Nursing. **Grade 2:** A minimum of 14 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in General nursing of which at least 10 years must be appropriate/recognizable experience after obtaining one year Post Basic qualification in Primary Health Care. Knowledge, Skills, Training and Competencies Required: Knowledge of Nursing care and procedures. Knowledge of SANC Rules and Regulations and other relevant Legal Framework. Knowledge of Quality Assurance programmes, Batho Pele principles and Patient Rights Charter. Human Resource Management and basic financial management skills. Leadership, supervisory and report writing skills. Good communication, counselling, interpersonal relations, conflict management, decision making and problem solving skills

DUTIES

: Ensure proper utilization and safekeeping of basic medical equipment, surgical stock, and pharmaceutical stock. Provide quality comprehensive Primary Health Care by providing promotive, preventive, curative and rehabilitative services for the clients and the community. Assist in the orientation, induction and monitoring of all nursing staff. Provide direct and indirect supervision of all nursing staff and to give guidance. Execute duties and functions with proficiency and perform duties according to scope of practice and by upholding the principles of Batho Pele. Implement Infection Control Standards and practices to improve the quality of nursing care. Ensure proper implementation of National Core Standards, quality and clinical audits. Improve the knowledge of staff and patients through health education and in-service training. Maintain a constructive working relationship with nursing and other stakeholders. Ability to plan and organize own work and that of support personnel to ensure proper nursing care in the clinic. Support the realization and maintenance of Ideal Clinic Programme in the facility. Ensure that programmes on staff development and training are in place. Motivate junior staff regarding development in order to increase level of expertise and assist patients to develop a sense of self-care. Implement standards, practices criteria for quality nursing.

ENQUIRIES APPLICATIONS

: MS. N.B. Dladla Tel. No: (039) 797 8100
Please forward/deliver applications quoting the reference number to Human Resource Department, EG & Usher Memorial Hospital, Private Bag X 506, Kokstad, 4700. Hand delivered application may be submitted at Security Office (Application box available). Please note due to large number of applications received, applications will not be acknowledged. If you are not contacted by us three months after the closing date please regard your application as being unsuccessful. Persons with disabilities should feel free to apply for these posts. Applicants that applied before must re-apply for the post.

FOR ATTENTION NOTE

: Human Resource Department
: The following documents must be submitted: Application for Employment Form (Z83), which is obtainable at any Government Department or from the Website - www.kznhealth.gov.za. Certified copies of highest educational qualification – not copies of certified copies and certified copies must not be older than 3 months. Curriculum Vitae. Faxed applications will not be accepted. The reference number must be indicated in the column provided on the form Z83 e.g. EGUM 05/2017.NB: Failure to comply with the above instructions will disqualify applicants. Please note due to large number of applications received, applications will not be acknowledged. If you are not contacted by us three months after the closing date please regard your application as being unsuccessful. The appointments are subject to a positive outcome obtained from the State Security Agency (SSA) to the following checks (criminal clearance, credit records and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC).

Applications in possessions of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non-RSA/Permanent Residents/Work permit holders must submit documentary proof together with their applications. Please note that due to large number of applications received, applications will not be acknowledged. However, every applicant will be advised of the outcome of his or her applications in due course. If you have not heard from us within three months from the closing date, Please accept that your application has been unsuccessful. Please note that the target group in terms of the Employment Equity Target for this post is as follows: African Male, People with disabilities should feel free to apply NB: Due To Financial Constraints, No S&T Will Be Paid To Candidates When Attending The Interviews

- CLOSING DATE** : 20 December 2019.at 16H00 afternoon
- POST 44/176** : **CLINICAL NURSE PRACTITIONER – MTHANDENI CLINIC REF NO: UMP 17/2019**
- SALARY** : Grade 1: R383 226 – R444 276 per annum
Grade2: R471 333 – R579 696 per annum
- CENTRE** : Umphumulo Hospital
- REQUIREMENTS** : Diploma/Degree in General Nursing and Midwifery. Registration with the S.A.N.C. as a Professional Nurse and midwife. A post basic nursing qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC), with a duration of at least one year accredited with the South African Nursing Council. Current (2019) council receipt **Grade 1:** A minimum of four (4) years appropriate/recognizable experience as a Professional Nurse. **Grade 2** A minimum of fourteen (14) years appropriate/recognizable experience as a Professional Nurse of which at least ten (10) years must be appropriate/recognizable experience in paediatrics after obtaining the post basic qualification of Clinical Nursing Science, Health Assessment, Treatment and Care (PHC), Proof of current and previous experience endorsed by the HR department. Understanding of nursing legislation and related legal and ethical nursing practices. Ability to perform clinical nursing practice in accordance with the scope of practice and nursing standards. Good communication and interpersonal skills. Decision making and problem solving skills. Knowledge of Code of Conduct and Labour Relations and related policies. Ability to formulate patient related policies Basic understanding of HR and Financial policies and procedures. Basic computer literacy
- DUTIES** : Provide quality comprehensive primary health care by promoting preventative, curative and rehabilitative services for the clients and community. Provide holistic nursing care to patients in a specialty unit in a cost effective, efficient and equitable manner. Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required. Promote scientific quality nursing care by functioning as a therapeutical team co-ordinating between hospital and community and preventing medico legal hazards. Work effectively and amicably with persons of diverse intellectual, cultural, racial or religious differences. Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele. Encourage research by assisting in regional and departmental projects, always making sure that the community needs are taken into account. Be involved in community meetings and committees. Clinical teaching, training and continuous evaluation of students Teach patients on a one to one basis. Provide health education of patients, public and staff. Assist patients and families to develop a sense of self care. Conduct individual consultation sessions. Evaluate and follow up patients during clinic visits. Maintain accreditation standards by ensuring compliance with National Norms and Standards (NCS). Order medication as necessary and ensure proper control. Participate in the formulation, analysis, implementation and monitoring of clinic objectives, policies and procedures. Ensure compliance with Infection Prevention and Control as well as Occupational Health and Safety. Provide safe and therapeutic environment for patients, staff and public. Ensure proper utilization of resources and exercise care over government property. Offer managerial services in the absence of the Operational Manager.
- ENQUIRIES** : N. A. Mbhele Tel No: (032) 4814199

APPLICATIONS : Please forward application quoting the reference number to The Human Resource Department, Umphumulo Hospital, Private Bag X9219, Maphumulo 4470 or hand delivered to Umphumulo Hospital, Human Resource Department, Mr S. M. Naidoo

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

CLOSING DATE : 31 December 2019

POST 44/177 : **PROFESSIONAL NURSE-SPECIALITY STREAM-EMERGENCY AND TRAUMA/ORTHOPAEDIC REF NO: MURCH 19/2019 (01 POST)**
Re-Advert

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 Murchison Hospital

CENTRE REQUIREMENTS : Senior Certificate, Degree/Diploma in General nursing and Midwifery plus 1 year post basic qualification in Emergency and Trauma/Orthopaedic, Current Registration with SANC as General Nurse and Emergency and Trauma/Orthopaedic. 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 Emergency and Trauma/Orthopaedic **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 Emergency and Trauma/Orthopaedic, of which at least 10 years must be appropriate/recognizable experience, after obtaining the one year post basic qualification in the relevant speciality 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 : Provision of optimal, holistic specialized nursing care with set standards and within a professional/legal framework Effective utilization of resources: Human, material and financial resources Assist in orientation, induction and mentoring of all nursing staff and orientation of other staff Assist in the planning coordination of training and promote learning opportunities for all nursing categories i.e. on the job training. Complete patient related data and partake in research. Assist with relief duties of the supervisor and act as junior shift-leader on both day and night shift Partake in overall specialized unit function, i.e. team building Maintain professional growth/ethical standards and self-development

ENQUIRIES : Mrs. C 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
- NOTE** : The following documents must be submitted: Application for Employment Form (Z83), which is obtainable at any Government Department or from the Website - www.kznhealth.gov.za. Certified copies of highest educational qualification – not copies of certified copies and certified copies must not be older than 3 months Curriculum Vitae and Identity document Faxed applications will not be accepted The reference number must be indicated in the column provided on the form Z83 e.g. Murch/14/2019 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** : 27 December 2019
- POST 44/178** : **PROFESSIONAL NURSE (SPECIALITY) PAEDIATRICS REF NO: PNS3/PAEDS/2019**
- SALARY** : Grade 1: R383 226 per annum
Grade 2: R471 333 per annum
Plus 13th Cheque, Medical Aid: Optional, Housing Allowance (Employee must meet minimum requirements)
- CENTRES REQUIREMENTS** : addington hospital: kwazulu Natal
Degree/Diploma in General Nursing and Midwifery. Registration Certificate with SANC as a General Nurse and Midwife. Degree/Diploma – Post Basic qualification – Child Nursing Science. Post Basic registration certificate accredited by SANC in the relevant Speciality: Child 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: **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 (1) year 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. **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 ten (10) 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. Knowledge, Skills, Training and Competence Required: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frame works. Good verbal and written communication and report writing skills. Decision making and problem solving skills. Conflict management and negotiation skills. Project Management skills. Must have good knowledge of Cardiac Conditions. Basic Computer skills.
- DUTIES** : Provide comprehensive, quality nursing care to patients/clients in a speciality unit in a cost-effective, efficient manner. Assist in planning, organizing and monitoring of objectives of the specialised unit. Manage all resources within the unit effectively and efficiently to ensure optimum service delivery. Able 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 including awareness and willingness to respond to patient's needs, requirements and expectations (Batho Pele). Work as part of the multidisciplinary team to ensure good nursing care. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Ensure compliance with all National, Provincial and Professional prescripts in order to render a safe patient service and improve client satisfaction. Participate in the analysis and formulation of nursing policies and procedures. Assist in EPMDS evaluation of staff within the unit and participate in monitoring the training need of staff. Provide direct and indirect supervision of all staff within the unit and give guidance. Ensure that equipment in the unit is adequate and is checked and in working order. Provide for a safe, therapeutic and hygienic environment. Work effectively and amicably, at supervisory level, with persons of diverse intellectual, cultural, racial or religious differences. Monitor and evaluate the care and Management of all patients and ensure the maintenance of accurate and complete patient records. Hours Of Duty: 40 Hours per week. Shift work – Day and Night duty.

ENQUIRIES
APPLICATIONS

: Ms T Wanda: 031 327 2000
: 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. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.)

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. 3 January 2020

CLOSING DATE

POST 44/179

PROFESSIONAL NURSE (SPECIALITY- OPERATING THEATRE)
GRADE1/2 REF NO: PMMH/PN/OT/02/2019 (X3 POSTS)

SALARY

: R383 226 – R444 276 per.annum
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)

REQUIREMENTS

: Professional Nurse **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 'Operating Theatre 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 'Operating Theatre 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. Theatre) 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 : 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. NB: Must be prepared to work shift as per allocation; includes night shift, weekends and Public Holidays.

ENQUIRIES : MS TN Khumalo Tel No: (031) 907 8263
APPLICATIONS : to be forwarded to: The Human Resource Manager Prince Mshiyeni Memorial Hospital; Private Bag X 07; Mobeini; 4060

FOR ATTENTION : MRS J Murugan
NOTE : Please note that due to financial constraints, there will be no payment of S&T Claims. The following are encouraged to apply: Persons with disabilities, African Male, Coloured Male/Female, Indian Male, White Male/Female are encouraged to apply for the post

CLOSING DATE : 20 December 2019

POST 44/180 : **CLINICAL NURSE PRACTITIONER (EHLANZENI CLINIC) GRADE 1&2 REF NO: 50/2019 (POSTS 01)**

SALARY : Grade 1: R383 226 per annum (plus benefits 13th Cheque, Medical Aid optional. Housing Allowance)
 Grade 2: R471 333 per annum (plus benefits 13th Cheque, Medical Aid optional, Housing Allowance)

CENTRE : Greytown Hospital
REQUIREMENTS : **Grade 1:** Matric Certificate –Verified Copy, Diploma/Degree in general nursing & midwifery plus 1 year Post Basic Qualification in Primary Health Care. A minimum of 4 years appropriate/ recognizable nursing experience in nursing after registration as Professional Nurse with the SANC in General Nursing Current Registration with SANC as General Nurse, Midwife and Primary Health Care Nurse. Valid driver's license **Grade 2:** Matric Certificate –Verified Copy, Diploma/Degree in general nursing that allows registration with SANC as a Professional Nurse plus a Post basic qualification with aduration of at least 1 year in Curative Skills in Primary Health Care (PHC) accredited with the SANC. A minimum of 14 years appropriate/ recognizable nursing experience after registration as Professional Nurse with the SANC in General Nursing, at least 10 years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 year qualification in Curative Skills in Primary Health Care. Current Registration with the SANC as Professional Nurse with PHC.

DUTIES : Knowledge of Public Service Policy. Knowledge of SANC Rules and Regulation. Good communication, leadership, interpersonal and problem solving skills. Knowledge of code of conduct, Labour relations, conflict management and negotiation skills. Ability to function well within a team. Organizing, planning and supervisory skills. Knowledge of Batho Pele Principles and Patients' Rights Charter. Financial budgetary knowledge. Provision of quality nursing care through the implementation of nursing process

approach. Develop and ensure implementation of nursing care plans for all patients. Participate in implementation of National Core Standards, quality improvement programmes and clinical audits. Maintain accurate and complete patient's records according legal requirements. Exercise control over discipline, grievance and labour relations issues according to laid down and procedures. Manage and supervise effective utilization of all allocated resources. Assist with performance reviews i.e. EPMDs. Monitor implementation of infection prevention and control policies in the unit. Utilize human material and physical resources effectively and efficiently. Provide nursing care that leads to improved services delivery by maintaining client satisfaction. Provision of quality maternal and neonatal patient's care through setting of standard policies and procedures. Administration and clinical functions. Maintaining accurate and complete patients' records according to legal requirements. Provide nursing assistance to medical and other nursing professionals. Assist Operational Manager in charge of the unit. Identify areas of improvement, problem act and communication these to the Operational Manager. Co-ordination of services within the institution and other services related to the Community, Health (NGO, CBO, and CHW). Screening, diagnosis and treatment of patients

ENQUIRIES : Ms. BN Mawela Tel No: (033) 413 9 400
APPLICATIONS : forwarded to: Human Resource Manager, Private bag X 5562, Greytown, 3250
FOR ATTENTION : Ms. WP Zwane TE No: (033) 413 9 410
CLOSING DATE : 23 December 2019

POST 44/181 : **CLINICAL NURSE PRACTITIONER (ENTEMBISWENI CLINIC) GRADE 1&2**
REF NO: 51/2019 (POSTS 01)

SALARY : Grade 1: R383 226 per annum (plus benefits 13th Cheque, Medical Aid optional, Housing Allowance)
Grade 2: R471 333 per annum (plus benefits 13th Cheque, Medical Aid optional, Housing Allowance)

CENTRE : Greytown Hospital
REQUIREMENTS : **Grade 1:** Matric Certificate –Verified Copy, Diploma/Degree in general nursing & midwifery plus 1 year Post Basic Qualification in Primary Health Care. A minimum of 4 years appropriate/ recognizable nursing experience in nursing after registration as Professional Nurse with the SANC in General Nursing Current Registration with SANC as General Nurse, Midwife and Primary Health Care Nurse. Valid driver's license **Grade 2:** Matric Certificate –Verified Copy, Diploma/Degree in general nursing that allows registration with SANC as a Professional Nurse plus a Post basic qualification with aduration of at least 1 year in Curative Skills in Primary Health Care (PHC) accredited with the SANC. A minimum of 14 years appropriate/ recognizable nursing experience after registration as Professional Nurse with the SANC in General Nursing, at least 10 years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 year qualification in Curative Skills in Primary Health Care. Current Registration with the SANC as Professional Nurse with PHC.

DUTIES : Knowledge of Public Service Policy. Knowledge of SANC Rules and Regulation. Good communication, leadership, interpersonal and problem solving skills. Knowledge of code of conduct, Labour relations, conflict management and negotiation skills. Ability to function well within a team. Organizing, planning and supervisory skills. Knowledge of Batho Pele Principles and Patients' Rights Charter. Financial budgetary knowledge. Provision of quality nursing care through the implementation of nursing process approach. Develop and ensure implementation of nursing care plans for all patients. Participate in implementation of National Core Standards, quality improvement programmes and clinical audits. Maintain accurate and complete patient's records according legal requirements. Exercise control over discipline, grievance and labour relations issues according to laid down and procedures. Manage and supervise effective utilization of all allocated resources. Assist with performance reviews i.e. EPMDs. Monitor implementation of infection prevention and control policies in the unit. Utilize human material and physical resources effectively and efficiently. Provide nursing care that leads to improved services delivery by maintaining client satisfaction. Provision of quality maternal and neonatal patient's care through setting of standard policies and procedures. Administration and clinical functions. Maintaining accurate and complete patients' records according to

legal requirements. Provide nursing assistance to medical and other nursing professionals. Assist Operational Manager in charge of the unit. Identify areas of improvement, problem act and communication these to the Operational Manager. Co-ordination of services within the institution and other services related to the Community, Health (NGO, CBO, and CHW). Screening, diagnosis and treatment of patients

ENQUIRIES : Ms. BN Mawela Tel No: (033) 413 9 400
APPLICATIONS : forwarded to: Human Resource Manager, Private bag X 5562, Greytown, 3250
FOR ATTENTION : Ms WP Zwane Tel No: (033) 413 9 410
CLOSING DATE : 23 December 2019

POST 44/182 : **ASSISTANT DIRECTOR: FINANCE REF NO: MONT 13/2019**

SALARY : R376 596 – R454 920 per annum (Level 9)
CENTRE : Montebello Hospital
REQUIREMENTS : Senior Certificate (Grade 12), Degree/National Diploma in Financial Management, A minimum of 3 years supervisory experience in financial field. Proof of current and previous experience endorsed by the Human Resource Department must be attached. Recommendations: Valid Driver's license code B, EB or C or C1, Computer literacy: Ms Office Package Knowledge & Skills: Knowledge of PFMA and Treasury Regulations. Management and organizational skills. Sound communication and supervisory skills. Knowledge of current Health and Public Service Legislation, regulations and policies including medical ethics, epidemiology and statistics. Computer Literacy. Ability to develop policies. Sound negotiation, planning, organizing, decision making and conflict management skills. Financial management. Possess knowledge of human resource management policies. Knowledge of Persal system. Extensive knowledge of BAS.

DUTIES : Manage day-to-day financial control of services within the budget and formulate strategic short term and long term fiscal plan. Monitor and interpret cash flows, predict future trends and advise accordingly. Conduct reviews and evaluations for cost reduction opportunities and develop financial management mechanisms that minimize financial risk. Manage overall supply chain operation including the purchasing and inventory of all materials. Compile and present regular report to the Hospital Management on expenditure, financial projections and any variations from budget and prepare detailed budget report for the approval of Chief Financial Officer (CFO). Ensure the effective, efficient and economical utilization of resources allocated to the institution including the development of staff. Ensure implementation of the total quality management framework and compliance to National Core Standards. Coordinate, review, analyze and quality assure the financial supporting information for planning purposes. Supervise staff i.e. assist staff in compiling EPMDS documents, training, discipline and management of grievances in the component. Manage functionality of all finance and SCM component (Budget, Expenditure, Revenue, Assets and Stores). Ensure clearance of suspense account and proper debt management. Ensure proper voucher control and payroll certification. Conduct analysis on expenditure trends and do budget estimates and link with service delivery outcomes.

ENQUIRIES : Mrs BR Msomi Tel No: (033) 506 7000
APPLICATIONS : Should Be Forwarded To: The Chief Executive Officer: Montebello Hospital, P/Bag x506, Dalton, 3236

FOR ATTENTION : Human Resource Manager
NOTE : Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, certified copies of certificates, Identity Document and Driver's 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. Faxed and e-mailed applications will NOT be accepted. Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their

applications were unsuccessful. Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non- RSA Citizens/Permanent Residents/ Work Permit holders must submit documentary proof together with their applications. All employees in the Public Service that are presently on the same salary level but on a notch/package above of the advertised post are free to apply.

CLOSING DATE

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20 December 2019