

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

OTHER POSTS

<u>POST 08/18</u>	:	<u>OPERATIONAL MANAGER SPECIALTY PHC GATEWAY CLINIC REF NO: CL 02/2024 (X1 POST)</u>
<u>SALARY</u>	:	R627 474 per annum
<u>CENTRE</u>	:	Clairwood Hospital
<u>REQUIREMENTS</u>	:	National Senior Certificate (Grade 12) or Standard 10. Diploma/degree in General nursing and Midwifery plus one year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) plus, Current registration with SANC as General Nurse and midwifery and Primary Health Care plus, A minimum of 9 years appropriate / recognizable nursing experience after registration as a Professional Nurse and Midwifery with SANC in General Nurse of which 5 years must be appropriate / recognizable experience after obtaining the one year post basic qualification in Primary Health Care. Knowledge, Skills, Training and Competencies: Understanding of nursing legislation, ethical nursing practices and how these impacts on service delivery. Knowledge of all applicable Regulations, Acts and Legislations such as Nursing Acts, Mental Act, OH&S Act, Batho Pele Principles and Patients' rights Charter, Labour Relations Act, Grievance Procedures and Finance policies etc. Knowledge of Human Resource and Financial Management. Good communication, interpersonal relations, counselling, conflict management, and decision making skills. Leadership, supervisory, organizational, decision making and problem solving, conflict handling and counselling. Demonstrate and understanding of Human Resource and Financial Management Policies and procedures.
<u>DUTIES</u>	:	Implementation of Quality Improvement Plan. Plan and monitor utilization of budget to ensure that the clinic functions within the allocated budget. Supervise and monitor staff performance according to EPMDS. Deal with disciplinary and grievance matters including monitoring and managing absenteeism. Evaluate and monitor compliance with clinical protocols norms and standards within the clinic. Facilitate the realization and maintenance of Ideal Clinic Programme and Core standards in the facility. Conduct patients' experience of care and develop quality improvement plans. Ensure proper management of patients' safety incidents and development of quality improvement plans thereof. Work as part of the multidisciplinary team to ensure good nursing care. Facilitate the attainment of Norms and Standards. Monitor and evaluate the care and management of all patients through clinical audits. 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 implementation plan. Facilitate the planning, organizing and monitoring of objective of the facility. Manage all resources within the unit effectively and efficiently to ensure optimum service delivery. Develop and facilitate strategies to achieve targets for priority programs as set on indicators. Ensure proper management of complaints, compliments and suggestions and develop quality improvement plans thereof.
<u>ENQUIRIES</u>	:	Mr. T.G Mbanjwa: Tel No: (031) 451 517
<u>APPLICATIONS</u>	:	Applications may be sent to: Attention: Human Resource Department, Clairwood Hospital, Private Bag X04, Mobeni, 4060 or Hand deliver: 1 Higginson Highway, Mobeni, 4060.
<u>NOTE</u>	:	Directions to candidates, the following documents must be submitted: Applications for employment are required to complete and submit Z83 form (Obtainable at any Government Department or from website – www.kzn.health.gov.za) and Curriculum Vitae (CV). Z83 form must be completed in full in a manner that allows a selection committee to assess the quality of a candidate based on the information provided in the form. The reference number must be indicated in the column provided on the form Z83. Application for employment are not required to submit copies of qualification and other relevant documents on application but must submit Z83 form and detailed Curriculum Vitae (CV). The certified copies of qualification and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Failure to comply with the above instructions will disqualify applicants. Fax, email, incomplete and late applications will not be considered. Please note that due to a large number of applications we envisage to receive, applications will not be acknowledged. However, should you not receive any response after two months of the closing date of this advert; consider your application as unsuccessful. People with disabilities should feel free to apply for this post. The appointment is subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience From Employers and verification from the Company Intellectual Property Commission (CIPC). The contents of this Circular Minute must be brought to the attention of all eligible officers and employees on your establishment without delay. Also notify all candidates that qualify for the post in this circular minute even if they are absent from their normal workplace.
<u>CLOSING DATE</u>	:	15 March 2024, before 3:00pm

POST 08/19

OPERATIONAL MANAGER SPECIALTY REF NO: RVHOM 25/2023 (X1 POST)

Component: Trauma & Emergency unit
Re-advertisement

SALARY : R627 474 per annum. Other Benefits: 13th cheque, 12% Rural Allowance, Homeowners allowance (employee must meet prescribed requirements), Medical Aid (Optional)

CENTRE : Rietvlei Hospital

REQUIREMENTS : Basic R425 qualification-diploma / degree in nursing or equivalent, current registration with south African nursing council as Professional nurse and midwifery, one year post basic qualification in the specialty (Trauma & emergency / orthopaedics) a minimum of 9 years appropriate/ recognizable experience after registration as Professional nurse with south African nursing council in general nursing and midwifery, at least 5 years of the period referred to above must be appropriate / recognisable experience in trauma & emergency (Casualty) and orthopaedics unit, after obtaining the 1 year post-basic qualification in (Trauma & emergency/ orthopaedics). NB: Certificate of service from previous employers, verification of employment from current employer which must be endorsed and signed by Human Resource Management, will only be requested for submission from shortlisted candidates. Recommendations: Diploma / degree in nursing administration. Knowledge, Skills and Competencies: Knowledge of Nursing care processes and procedures, nursing statutory regulation and guidelines, and other relevant legal frameworks i.e. Nursing Act, Occupational Health & safety act, patient's rights charter, Batho Pele principles, public service regulations, Grievances procedures etc. Leadership, organizational, decision making and problem solving abilities within the limit of the public sector and institutional policy framework. Interpersonal skills including public relations, negotiating, conflict handling and counselling skills. Financial and budgetary knowledge pertaining to the relevant resources under management. Insight into procedures and policies pertaining to nursing care. Computer skills in basic programmes.

DUTIES : To exercise overall supervision on the departments, identify needs and formulate health care programmes and oversee implementation thereof, ensure that scientific principles of nursing process are maintained, work with members of the multidisciplinary health team in the formulation of policies related to the area of responsibility, contribute to the development of clinical management guidelines and protocols for management of patients and to that these support an acceptable level of care within reasonable resources, provide leadership in the implementation of the OHSC, ensure proper use and control of all resources, ensuring that operations remain within budget, monitor and evaluate staff performance in terms of employee performance management development system (EPMDS), Ensure the effective management of complaints, deal with disciplinary and grievance matters including monitoring and manage absenteeism, ensure implementation of priority programmes to reduce morbidity and mortality from communicable and non-communicable diseases and trauma cases, improve management of trauma and casualty cases, ensure implementation of guideline, triaging and resuscitation protocols, ensure management and effective running of trauma and casualty unit.

ENQUIRIES : Ms N Ntuzela at 064 754 9310

APPLICATIONS : Should be forwarded to: Assistant Director: HRM, Rietvlei Regional Hospital, Private Bag X501, Staffords Post, 4686 or Hand Delivery: R56 Road, Rietvlei Location 4686. Faxed and e-mailed applications will not be accepted.

FOR ATTENTION : Assistant Director: HRM

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 documents will be limited to shortlisted candidates). 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, 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. 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. NB: Due to financial constraints, No S&T will be paid to candidates when attending the interviews.

CLOSING DATE : 15 March 2024

POST 08/20

CLINICAL PROGRAMME CO-ORDINATOR REF NO: IPC/1/2024

Department: Infection Prevention and Control Practitioner
Re-advert All those that have previously applied are eligible to re-apply.

SALARY : Grade 1: R497 193 per annum. Plus 13th cheque, homeowner's allowance (employee must meet the prescribed requirements) and Medical Aid optional.

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : Senior Certificate/Grade 12. Basic R425 qualification (i.e. diploma / degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council as a

Professional Nurse. Current registration with the South African Nursing Council (SANC) 2024. A minimum of 7 years appropriate /Recognized experience in Nursing after registration with SANC in General nursing. Recommendations: Certificate in Infection Prevention and control. Valid driver's license. Computer Literacy. Previous and current work experience /certificate of service endorsed and stamped by Human Resources. Knowledge, Skills and Competencies: Demonstrate an in depth understanding of nursing legislation and related legal and Ethical nursing practices and how this impacts on service delivery. Knowledge of Infection Control policies and guidelines. Leadership, Organizational, Decision making and problem solving skills Good communication, interpersonal relations. Demonstrate basic understanding of Human Resource and Financial policies and Practices.

DUTIES : Develop and implement an Infection prevention and control plan for the institution. Ensure that Infection prevention and control as well as Antibiotic stewardship committee are in place and functional. Promote Infection prevention and culture within the institution by conducting relevant workshops, Audits, meetings and awareness. Identify Infection control risks and make recommendations on mitigation strategies. Provide training to all categories of staff on Infection policies, principles and practices. Conduct Infection prevention and control Surveillance and report on incidence and prevalence of alert organisms and communicable diseases to District and to Communicable Disease Centre. Identify and report all Hospital Acquired Infections. Visits the Departments within the institution to identify infection prevention and control risks. Ensure that all departments comply with Infection Prevention and control Framework, protocols and guidelines. Identify outbreaks of infections, initiate investigation and control measures in collaboration with Infection prevention and control Committee. Provide effective and efficient Infection Prevention and Control service in the institution. Serve as a Clinical governance champion in the facility, ensuring effective clinical risk management system. Review institutional Infection prevention and control Standard operating procedures. Provide advice on various aspects of infection prevention and control, relevant policies to management.

ENQUIRIES APPLICATIONS : Mrs GF Mncwango Assistant Nurse Manager Nursing (M&E) Tel No: (031) 240 1083
: All applications must be addressed to the Human Resources Manager and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or posted to Private Bag X03, Mayville, 4058.

NOTE : An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. 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. It is the shortlisted candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. 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. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying.

CLOSING DATE : 15 March 2024

POST 08/21 : **CLINICAL NURSE PRACTITIONER**

SALARY : Grade 1: R431 265 - R497 193 per annum, Plus 8% rural allowance
Grade 2: R528 696 - R645 720 per annum, Plus 8% rural allowance
Benefits: Plus 13th cheque, Housing Allowance and Medical aid optional (employee must meet prescribed requirements)

CENTRE : Nkandla Hospital (Esibhudeni Clinic) Ref No: Nkah 06/2024
Nkandla Hospital (Nxamalala Clinic) Ref No: Nkah 08/2024
Nkandla Hospital (Mpandleni Clinic) Ref No: Nkah 07/2024 (X2 Posts)

REQUIREMENTS : Senior certificate (Grade 12), Degree / National Diploma in nursing that allow registration with South African Nursing Council (SANC) as a Professional Nurse and Midwifery, A post-basic nurse qualification, with a duration of at least one (1) year accredited with SANC in Clinical Nursing Science, assessment, Diagnosis, Treatment and Care, Current SANC receipt (2022), (No attachments / copies / certified copies / proof / certificates/letter on application, Only Z83 and CV, applicants will submit documents only when shortlisted). **Grade 1:** A minimum of four (04) years appropriate / recognizable experience in nursing after registration as Professional Nurse with

SANC in General Nursing. **Grade 2:** A minimum of fourteen (14) years appropriate / recognizable experience in nursing after registration as Professional Nurse with SANC in General Nursing. At least ten (10) year of the period referred to above must be appropriate/ recognizable after obtaining one (01) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care, 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 as determined by primary Health Care, 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 levels 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, problem-solving disciplinary and co-ordination skills.

DUTIES : Provide comprehensive Primary Health Care services to all learners in their catchment population, Attend to assessment and immunization campaign required by the Department of Health, Treat, and screen, educate and refer the learners accordingly, Attend to programmes and monthly statistics, Responsible for smooth running of the programmes in the schools.

ENQUIRIES APPLICATIONS : Mrs. BW Motloung Tel No: (035) 833 5000, ext. 5080
: All applications should be posted to: The Chief Executive Officer: Nkandla District Hospital, Private Bag X102, Nkandla, 3855.

FOR ATTENTION NOTE : Human Resource Manager
: The applicants must include only completed and signed new Z83, obtained from any Public Service Department or on the internet at www.gov.za and a detailed Curriculum Vitae when they apply. Certified copies of Identity Document, Senior Certificate, and the highest required qualification as well as a driver's licence where necessary, will only be submitted by shortlisted candidates to HR on or before the day of the interview.

CLOSING DATE : 15 March 2024

POST 08/22 **CLINICAL NURSE PRACTITIONER GRADE 1 & 2 (PHC) (X2 POSTS)**

SALARY : Grade 1: R431 265 - R497 193 per annum
Grade 2: R528 696 - R645 720 per annum
Other Benefits: 12% Rural Allowance, 13th Cheque, Medical Aid (Optional), Housing Allowance (Employee must meet prescribed requirements)

CENTRE : Vryheid District Hospital-PHC:
Hlobane Clinic Ref No: VRH 11/2024 (X1 Post)
Siloah Clinic Ref No VRH 12/2024 (X1 Post)

REQUIREMENTS : An appropriate B degree/Diploma in General nursing and Midwifery or equivalent qualification that allows registration with SANC as a Professional Nurse. Post basic qualification with the duration of at least 1- year qualification in Curative Skills in Clinical Nursing Science, Health Assessment, Treatment and Care accredited with the SANC. Registration certificates with SANC as a General Nurse, Midwifery and Clinical Nursing Science. Current registration with SANC for 2023. Current/previous work experience endorsed and stamped by the employer(s) will be required. **Grade 1:** A minimum of 4 years appropriate / recognizable nursing experience after registration as a Professional Nurse with the SANC in General Nursing. **Grade 2:** A minimum of 14 years appropriate / recognizable nursing experience after registration as a Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred above must be appropriate / recognizable experience after obtaining the 1- year post-basic qualification in the relevant specialty. Knowledge, Skills, Training and Competencies Required: Knowledge of nursing care processes and procedure. Knowledge of Nursing Act, Health Act, Occupational Health and Safety Act. Display a concern for patients, promoting and advocating proper treatment. Sound understanding of legislations and related ethical nursing practices within a primary health care environment. Report writing skill.

DUTIES : Quality comprehensive Primary Health Care by providing primitive, preventive, curative and rehabilitative services for clients and community. 3 streams PHC services, MCWH/ Family planning/ STI'S/ Health Education health lifestyle Promotion. ART/ARV/NIMART/ Integrated HAST Program/ Male circumcision campaigns Tuberculosis Services. HIV Counselling and Testing. Antenatal care services/ PMTCT and post-natal care services. Centre for chronic medicine dispensing and distribution (CCMDD) and chronic (NCD). Perform a clinical nursing science in accordance with the scope of practice and nursing standards as determined for a primary health care facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined for a primary health care facility. Demonstrate a basic understanding of nursing legislation and related legal and ethical nursing practices within a primary health care environment. Work effectively and amicably at a supervisory level, with person of divert intellectual, cultural race or religious differences. Able to manage own work, time and that of junior colleagues to ensure proper nursing service in a unit. Develop contacts, build and maintain a network of professional relations in order to enhance service delivery.

ENQUIRIES : Mrs Sibiya ATS (Assistant Manager Nursing-PHC) Tel No: (034) 982 2111, ext. 5918

- APPLICATIONS** : All applications should be forwarded to: Assistant Director: HRM Vryheid District Hospital Private Bag X9371, Vryheid, 3100 or be hand delivered at Human Resource Office no 9. NB: Applicants are encouraged to use courier service since we are experiencing challenges with post office.
- NOTE** : Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za. The application form (Z83) must be completed in full and accompanied by a detailed Curriculum Vitae only. Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following communication from Human Resources. The reference number must be indicated in the column provided on the form Z83 and on the back of the envelope, e.g. Ref 13/2018. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for these posts. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Failure to comply will result in the application not being considered". Due to the large number of applications, receipt of applications will not be acknowledged. However, correspondence will be limited to shortlisted candidates only. Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for an interview. The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment of all Institutions. Institutions must notify all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply.
- CLOSING DATE** : 22 March 2024
- POST 08/23** : **CLINICAL NURSE PRACTITIONER GRADE 1 & 2 REF NO: CL 01/2024 (X1 POST)**
- SALARY** : Grade 1: R431 265 per annum
Grade 2: R528 696 per annum
- CENTRE** : Clairwood Hospital
- REQUIREMENTS** : Senior Certificate - Grade 12, Degree/ Diploma in General Nursing and Midwifery, One (1) year post basic qualification in Primary Health Care. Current registration with SANC 2024. **Grade 1:** A minimum of 4 years appropriate recognizable nursing experience after registration as a Professional Nurse with SANC in General Nursing. **Grade 2:** A minimum of 14 years appropriate / recognizable experience in nursing after registration with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate / recognizable experience after obtaining the one year post basic qualification in Primary Health Care. Knowledge, Skills, Training and Competencies Required: Leadership, organizational, decision-making and problem solving abilities within the limit of public sector and institutional policy framework. Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal framework such as Nursing Act, Health Act, OHSA, PSR etc. Interpersonal skills including public relations, negotiating, conflict handling and counselling skills. Demonstrate a basic understanding of HR and financial policies. Insight into procedures and policies pertaining nursing care, computer skills in basic programmes.
- DUTIES** : Provision of an integrated quality and comprehensive primary health care services by promoting health, prevention of diseases, curative services to the clients and community. Provide PICT, UTT and adherence counselling to all clients. Perform a clinical nursing practice in accordance with scope of practice and nursing standards as determined for a primary health care facility. Work as part of the multi-disciplinary team to ensure good nursing care at PHC level. Provide primary prevention strategies and management of communicable and non-communicable diseases. Provision of good quality care according to Ideal Clinic Realization and Maintenance (ICRM) and office of health standard compliance guidelines. (OHSC) Manage and monitor proper utilization of human, financial, physical and material resources. Ensure data management is implemented and monitored. Demonstrate effective communication with patient, supervisors, and other clinicians including report writing when required. Work effectively co-operatively and amicably with persons of diverse intellectual cultural racial or religious differences. Display a concern for patients, promoting and advocating proper treatment and care including willingness to respond to patient's needs and expectations according to Batho Pele Principles and patients' Rights charter. Handle obstetric emergencies and high-risk conditions. Ensure clinical intervention to clients including administering of prescribed medication and ongoing observations of patients in the clinic. Ensure proper utilisation and safe keeping of basic medical surgical pharmaceutical and stock suppliers. Supervision of patients and provision of basic patient needs, e.g. oxygen, nutrition, elimination, fluids and electrolyte balance, safe and therapeutic environment in the clinic using EDL guidelines. Ability to assess, diagnose, treat and refer the patients with clinical problems above PHC scope. Ensure compliance with all indicators for DOH Programmes.
- ENQUIRIES** : Mr. T.G Mbanjwa Tel No: (031) 451 5176
- APPLICATIONS** : Applications may be sent to: Attention: Human Resource Department, Clairwood Hospital, Private Bag X04, Mobeni, 4060 or Hand deliver: 1 Higginson Highway, Mobeni, 4060.
- NOTE** : Directions to candidates, the following documents must be submitted: Applications for employment are required to complete and submit Z83 form (Obtainable at any Government Department or from website – www.kzn.health.gov.za) and Curriculum Vitae (CV). Z83 form must be completed in full in a manner that allows a selection committee to assess the quality of a

candidate based on the information provided in the form. The reference number must be indicated in the column provided on the form Z83. Applicants for employment are not required to submit copies of qualification and other relevant documents on application but must submit Z83 form and detailed Curriculum Vitae (CV). The certified copies of qualification and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Failure to comply with the above instructions will disqualify applicants. Fax, email, incomplete and late applications will not be considered. Please note that due to a large number of applications we envisage to receive, applications will not be acknowledged. However, should you not receive any response after two months of the closing date of this advert; consider your application as unsuccessful. People with disabilities should feel free to apply for this post. The appointment is subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from employers and verification from the Company Intellectual Property Commission (CIPC). The contents of this Circular Minute must be brought to the attention of all eligible officers and employees on your establishment without delay. Also notify all candidates that qualify for the post in this circular minute even if they are absent from their normal workplace.

- CLOSING DATE** : 15 March 2024, before 3:00pm
- POST 08/24** : **PROFESSIONAL NURSE (GENERAL STREAM) WITH MIDWIFERY REF NO: VRH 13/2024 KWAFUDUKA CLINIC (X1 POST)**
- SALARY** : Grade 1: R293 670 – R337 860 per annum
Grade 2: R358 626 – R409 275 per annum
Grade 3: R431 265 - R543 969 per annum
Other Benefits: 12% Rural Allowance, 13th Cheque, Medical Aid (Optional), Housing Allowance (employee must meet prescribed requirements)
- CENTRE REQUIREMENTS** : Vryheid District Hospital- PHC
: Diploma/B degree in nursing or equivalent qualification that allows registration with the SANC as a Professional Nurse and Midwifery. Registration certificates with the SANC as Professional Nurse and Midwifery. Minimum of 7 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. Current registration with the SANC. Current/previous work experience endorsed and stamped by the employer(s) will be required. **Grade 1:** No Experience **Grade 2:** A minimum of 10 years appropriate / recognizable experience in nursing after registration as Professional nurse with SANC in general nursing **Grade 3:** A minimum of 20 years appropriate / recognizable experience in nursing after registration as a Professional Nurse with SANC as a professional nurse NB: Proof of working experience endorsed by Human Resource, will be required from shortlisted candidates (service certificate). Knowledge, Skills, Training and Competencies Required: Knowledge of nursing care processes and procedures Nursing Act. Problem Solving and decision making. Report writing skills. Health promotion and team building. Good Communication skills: Public Speaking, Listening and summarizing. Good interpersonal skills.
- DUTIES** : Work as Multidisciplinary team to ensure good nursing care by the Nursing Team. Provision of optimal, holistic specialized nursing care with set standards and within a Professional/legal framework. Must be able to handle obstetric and paediatric emergencies and high-risk conditions. To execute duties and functions with proficiency within prescript of applicable legislation. Provision of quality patient care through setting of standards, policies and procedures. To participate in quality improvement programs and clinical audits. Provide a safe, therapeutic environment as laid down by the Nursing Act. Maintain accurate and complete records according to legal requirement. Manage and supervise effective utilization of all resources e.g. Human, Financial, Materials etc. Implementation and management of infection control and prevention protocols. Ensure the implementation of saving mothers, saving babies recommendation. Provision of support to Nursing Services. Maintain Professional growth/ethical standards and self-development. Participate in the analysis, formulation and implementation of policies, practices and procedures. Ensure that a Healthy and Safety environment is maintained. Monitor and Control the quality of patient care. Perform quality improvement audits and survey monthly and report to senior Management. Monitor and evaluate delivery of quality care at the Hospital. Ensure implantation of national and provincial initiatives (Patients' Rights Charter, Batho Pele programmes etc. Monitor and evaluate compliance to the national and provincial quality programmes e.g. norms and standards for district hospital package of care. Provide advice on various aspects of quality care to the institution.
- ENQUIRIES APPLICATIONS** : Mrs Sibiya ATS (Assistant Manager Nursing-PHC) Tel (034) 9822111 EXT 5918
: All applications should be forwarded to: Assistant Director: HRM, Vryheid District Hospital, Private Bag X9371, Vryheid, 3100 or be hand delivered at Human Resource Office no 9.
- NOTE** : Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za. The application form (Z83) must be completed in full and accompanied by a detailed Curriculum Vitae only. Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following communication from Human Resources. The reference number must be indicated in

the column provided on the form Z83 and on the back of the envelope, e.g. Ref 13/2018. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for these posts. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Failure to comply will result in the application not being considered". Due to the large number of applications, receipt of applications will not be acknowledged. However, correspondence will be limited to shortlisted candidates only. Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for an interview. The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment of all Institutions. Institutions must notify all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply.

CLOSING DATE

: 22 March 2024