

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

OTHER POSTS

<u>POST 09/52</u>	:	<u>MEDICAL SPECIALIST GRADE 1/2/3: SURGERY DEPARTMENT REF NO: MED 11/2024 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R1 214 805 – R1 288 095 per annum Grade 2: R1 386 069 – R1 469 883 per annum Grade 3: R1 605 330 – R2 001 927 per annum Other benefits: 13th Cheque, 18% Inhospitable Area Allowance, Housing Allowance and Medical Aid: Optional (employee must meet prescribed requirements)
<u>CENTRE REQUIREMENTS</u>	:	Harry Gwala Regional Hospital Senior Certificate, Appropriate qualification in Health Science (MChB degree or equivalent), Registration with HPCSA as specialist in surgery, Appropriate academic qualification registerable with as a Specialist Surgeon, Experience: Grade 1: Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA in the Surgery Department. Foreign candidates require 1 year relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service. Grade 2: Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA in the Surgery Department. 5 years' experience after registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in the Surgery Department. 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: Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA in the Surgery Department. 10 years' experience after registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in the Surgery Department. Foreign candidates require 11 years relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service. Knowledge of appropriate specialist level procedures and protocols within the field of general surgery. Sound knowledge of Human Resource management. Ability to supervise and teach junior staff. Good communication, interpersonal and management skills. Sound professional and ethical values and a concern for excellence. Information management and quality assurance. Knowledge of current Health and Public Servants legislation, regulation and policy. Leadership and decision making abilities as well as problem solving and conflict management.
<u>DUTIES</u>	:	Participate in the delivery of a 24 hour in-patient and out-patient general surgery service within the Pietermaritzburg Metropolitan Hospitals Complex based at Harry Gwala Regional Hospital or Grey's Hospital. Undertake teaching of undergraduate medical students, postgraduate General Surgery trainees and allied health care personnel. Develop management protocols for the general surgery service in accordance with the Hospital and Department policies; Provide appropriate surgical care to general surgery patients; Maintain the effective and efficient utilisation of human resources in respect of: Overseeing and supervising General surgery staff in the execution of their duties, Training staff and promoting ongoing staff development in accordance with their individual and departmental development needs, Recruiting and selecting staff in accordance with government prescripts, Assessing performance of general surgery staff. Allocating general surgery personnel to respective wards and call roster. Provide measures and guidance on quality assurance to comply with set quality standards; Provide General surgery outreach services in the Pietermaritzburg Metropolitan Hospitals Complex and Area 2. Foster collaboration with other hospitals within and outside the district; Exercise cost control over the activities of the department in line with the allocated budget; Participate in all academic and clinical meetings of the General Surgery Department; Participate in departmental research activities, Accept responsibility for continuous professional development to keep up to

		date with new developments in the field of expertise and related fields. Any other duties as assigned by the Head of Department.
<u>ENQUIRIES</u>	:	Dr. P. Ranjan Tel No: (033) 395 4165
<u>APPLICATIONS</u>	:	All applications to be posted to: The Chief Executive Officer, Harry Gwala Regional Hospital, Private Bag X509, Plessislaer, 3216 or hand delivered to the box main gate behind the security office.
<u>FOR ATTENTION</u>	:	Mr. T.C. Manyoni
<u>NOTE</u>	:	The following documents must be submitted: Application for Employment Form (Form Z.83), which is obtainable at any Government Department OR from the website - www.kznhealth.gov.za . Comprehensive CV (with detailed experience) with full record of service, stating duties performed/performing and years of experience written in full e.g. 01/01/2024. Copies of Qualifications, Registration Certificates and drivers licence must not be submitted when applying for employment. Only shortlisted candidates will be requested to bring certified copies on or before the day of the interview. The Reference Number must be indicated in the column provided on the form Z.83. NB: Failure to comply with the above instructions will disqualify applicants. 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). Please note that 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 advertisement, please accept that your application was unsuccessful. Harry Gwala Regional Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within three months of the closing date of this advertisement, please accept that your application was unsuccessful. NB: Please ensure that your application reaches this office not later than 16h00 on weekdays. Employment Equity: Preference will be given to the following candidates as per Employment Equity target: All appointments will be made in accordance with the Employment Equity targets of the Hospital. People with disabilities are encouraged to apply.
<u>CLOSING DATE</u>	:	28 March 2024
<u>POST 09/53</u>	:	<u>MEDICAL SPECIALIST GRADE 1/2/3: PAEDIATRIC DEPARTMENT (PMB METROPOLITAN HOSPITALS COMPLEX) REF NO: MED 12/2024 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R1 214 805 – R1 288 095 per annum Grade 2: R1 386 069 – R1 469 883 per annum Grade 3: R1 605 330 – R2 001 927 per annum Other benefits: 13th Cheque, 18% Inhospitable Area Allowance, Housing Allowance and Medical Aid: Optional (employee must meet prescribed requirements)
<u>CENTRE REQUIREMENTS</u>	:	Harry Gwala Regional Hospital Grade 12 Certificate, MBCHB or equivalent qualification Plus C Paeds (SA) OR equivalent, registration certificate with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Paediatrics or as a registrar in Paediatrics. Recommendation: Sub-specialist medical knowledge, skills & competencies in Paediatrics will be an added advantage. Experience: Grade 1: Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA in the Paediatric Department. Foreign candidates require 1 year relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service. Grade 2: Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA in the Paediatric Department. 5 years' experience after registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in the Paediatric Department. 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: Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA in the Surgery Department. 10 years' experience after registration with the Health Professions Council of South

Africa (HPCSA) as Medical Specialist in the Surgery Department. Foreign candidates require 11 years relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service. Outstanding clinical skills in field of Paediatrics preferably obtained in public service/environment. Ability and practical experience to provide training for under and post graduates. Develop and review clinical protocols and guidelines for Paediatrics Quality Management (improvement, assurance, audits, etc). Leadership, people management, problem solving, decision making and communication skills. Mentoring, coaching, facilitation, teaching and training skills. General management skills: human resources, finance, operations, strategy, marketing. Knowledge of relevant protocols, policies, regulations, public service legislation and guidelines. Medical ethics, epidemiology, research and statistics. N.B: Medical Practitioners must have successfully completed their certificate of Paediatric exams (FCPaed Part 2 exams). Medical Practitioners completing their MMed's who have submitted their research for publication or dissertation for marking are encouraged to apply (Kindly note that you will only be eligible if you have full registration within the next few months and have your MMED completed by the interview sitting). Additional jobs may be available within the next six months and we will utilize this interview process to offer additional jobs in Paediatrics at Harry Gwala Regional Hospital once the post is available and ratified.

DUTIES

: Will cover clinical skills, performance, training, research and supervision & support. Provision of Specialist Paediatric services. Participate in the Departmental outreach program to the catchment area. Clinical and administrative responsibility to Harry Gwala Regional Hospital. Intern, Community Service Doctor's, Medical Officer and Registrar Supervision and evaluation (EPMDS for junior staff). Post graduate Paediatric development and strengthening. Training programme for under – and post graduates, lecturer, bed side teaching, etc. Clinical Quality: audits, morbidity and mortality reviews, clinical guidelines, protocols, quarterly reports. Responsible for some QIP and QAP's and committee's at Harry Gwala Regional Hospital and will be responsible for a Metropolitan portfolio as well. Play a leadership role in conducting ward rounds, problem ward rounds, ground ward rounds, multidisciplinary meetings and mortality meeting for teaching purposes. Ensuring unit meeting occur regularly. Patient satisfaction: satisfaction surveys, community consultation and active participation in development of services, waiting times, customization of services. Systems: appropriate level of care, referral pathways, seamless and integrative service delivery systems. Health Information and Research: ME disease profile, setting up of database for clinical conditions, sundries and consumables, conduct relevant research. Involved in Paediatric resuscitation courses and all initiatives in the care on neonates and children. Part of the Pietermaritzburg Metropolitan Department and all activities relating to the Department including academic and training programs. To perform overtime duties in line with the Paediatric Metropolitan Departmental needs. Assist with the maintenance of standards of care and implementation of quality of quality improvement programmes within the Department. Assist with the administration of a component of the Paediatric Department. 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.

ENQUIRIES
APPLICATIONS

: Dr. Y. Naidoo Tel No: (033) 395 4176
: All applications to be posted to: The Chief Executive Officer, Harry Gwala Regional Hospital, Private Bag X509, Plessislaer, 3216 or hand delivered to the box main gate behind the security office.

FOR ATTENTION
NOTE

: Mr. T.C. Manyoni
: The following documents must be submitted: Application for Employment Form (Form Z.83), which is obtainable at any Government Department or from the website - www.kznhealth.gov.za. Comprehensive CV (with detailed experience) with full record of service, stating duties performed/performing and years of experience written in full e.g. 01/01/2024. Copies of Qualifications, Registration Certificates and drivers licence must not be submitted when applying for employment. Only shortlisted candidates will be requested to bring certified copies on or before the day of the interview. The Reference Number must be indicated in the column provided on the form Z.83. NB: Failure to comply with

the above instructions will disqualify applicants. 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). Please note that 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 advertisement, please accept that your application was unsuccessful. Harry Gwala Regional Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within three months of the closing date of this advertisement, please accept that your application was unsuccessful. NB: Please ensure that your application reaches this office not later than 16h00 on weekdays. Employment Equity: Preference will be given to the following candidates as per Employment Equity target: All appointments will be made in accordance with the Employment Equity targets of the Hospital. People with disabilities are encouraged to apply.

- CLOSING DATE** : 28 March 2024
- POST 09/54** : **MEDICAL SPECIALIST: PAEDIATRICS/NEONATOLOGY REF NO: GJGM08/2024 (X1 POST)**
Component: Medical
- SALARY** : Grade 1: R1 214 805 – R1 288 095 per annum, all-inclusive package
Grade 2: R1 386 069 – R1 469 883 per annum, all-inclusive package
Grade 3: R1 605 330 – R2 001 927 per annum, all-inclusive package
All-inclusive package consist of 70% basics and 30% flexible portion that can be structured in Terms of applicable rules. Other benefits: 18% Inhospitable Allowance, Plus Commuted overtime which is determined by service delivery needs of the institution.
- CENTRE REQUIREMENTS** : General Justice Gizenga Mpanza Regional Hospital
: **Grade 1:** A tertiary qualification (MBCHB or equivalent), plus Current registration with the Health Professionals Council of South Africa as a Specialist in Paediatrics. One (1) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa. **Grade 2:** A tertiary qualification (MBCHB or equivalent), plus Current registration with the health. Professionals Council of South Africa as a Specialist in Paediatrics plus Five (5) post registration experience as a Medical Specialist in Emergency Medicine or Six (6) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa. **Grade 3:** A tertiary qualification (MBCHB or equivalent), plus A valid registration with the Health Professionals Council of South Africa as a Specialist in Paediatrics OR Ten (10) years post registration experience as a Medical Specialist in Paediatrics. Eleven (11) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa. Recommendation: Sub specialist registration with the HPCSA as neonatologist will be preferred. The incumbent should have comprehensive knowledge of Paediatrics. Knowledge, Skills and Competencies: Sound Clinical knowledge and experience of procedures and protocols in Paediatrics. Knowledge of current health and public service legislation, regulations and policy including medical ethics, epidemiology and statistics. Good communication, leadership, decision making and clinical skills. Ability to teach junior doctors and participate in continuing professional development.
- DUTIES** : Provide safe, ethical and high quality of care through the development of standards and risk assessments in the area of clinical and customer care (patient perspective) in the Paediatrics specialty. Provide a full package of services including after hour services. Develop, maintain and audit the correct implementation of clinical protocols and guidelines, implement and maintain an efficient and seamless service delivery process within the institution and referring facilities. Plan and provide continuous medical education to a

multidisciplinary team member and conduct and stimulate research. Manage and direct performance of junior staff within the area of control. Align clinical service delivery plans with the hospital plans and priorities. Provide specialist services and support the clinical Head of Unit. Ensure compliance of National Core Standards / Ideal Hospital. Participate in the continued medical education programme in the institution. Manage EPMDs of junior staff. Participate in the extended management activities. Develop, implement and monitor quality improvement programmes. Develop and participate in outreach programmes. Ensure a functional referral system. Actively participate in the academic programme run by the Department of Health for post graduate training of Registrars. Clinical teaching of undergraduate and postgraduate students. Engage in academic research culminating in the publication of papers in scientific journals or the presentation of the results of such research at scientific congresses. Competence in the clinical evaluation of patients, interpretation of special investigations within the discipline. Render an efficient and cost-effective health services to patients managed by the institution. Ensure clinical governance within the Department of Paediatrics / Neonatology. Deliver an effective and efficient administration in the Department of Paediatrics / Neonatology. Assist the Head of Clinical Unit (HCU) in the development of management protocols, policies for the department – discipline. Assist with quality improvement imperatives including clinical audits (morbidity & mortality reporting and reviewing, clinical documentation audits etc) and continuous professional development activities. Maintain satisfactory clinical, professional and ethical standards in the department. Engage in research and supervise registrar research. Partake in outreach programmes for the Department of Health. After hours participation in call rosters.

**ENQUIRIES
APPLICATIONS**

: Dr J van Lobenstein (HCU: Paediatrics) Tel No: (032) 437 7317
 : Applications should be directed to: Deputy Director: HRM, Private Bag X10609, Stanger, 4450 or hand delivered to: The Human Resource Department, General Justice Gizenga Mpanza Regional Hospital, Corner of Patterson & King Shaka Street, Stanger, 4450.

NOTE

: Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable at any government department or from the website www.kznhealth.gov.za which must be originally signed, initialled and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). 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). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Please take note that due to the large number of applications received, applications will not be acknowledged. Correspondence will be limited to shortlisted candidates only. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Management reserves the right to allocate employee. GJGM Regional Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of Service) will be requested from shortlisted candidates for submission on or before the interview date.

CLOSING DATE

: 28 March 2024

<u>POST 09/55</u>	:	<u>MEDICAL SPECIALIST: ORTHOPAEDICS REF NO: GJGM 01/2024 (X1 POST)</u> Component: Medical
<u>SALARY</u>	:	Grade 1: R1 214 805 – R1 288 095 per annum, all-inclusive package Grade 2: R1 386 069 – R1 469 883 per annum, all-inclusive package Grade 3: R1 605 330 – R2 001 927 per annum, all-inclusive package All-inclusive package consist of 70% basics and 30% flexible portion that can be structured in Terms of applicable rules. Other benefits: 18% Inhospital Allowance, Plus Commuted overtime which is determined by service delivery needs of the institution.
<u>CENTRE REQUIREMENTS</u>	:	General Justice Gizenga Mpanza Regional Hospital Grade 1: A tertiary qualification (MBCHB or equivalent), plus Current Registration with the Health Professionals Council of South Africa as a Specialist in Orthopaedics. One (1) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa. Candidates in process of HPCSA registration as a Specialist in Orthopaedics are welcome to apply. Grade 2: A tertiary qualification (MBCHB or equivalent), plus Current registration with the Health Professionals Council of South Africa as a Specialist in Orthopaedics plus Five (5) post registration experience as a Medical Specialist in Orthopaedics or Six (6) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa. Grade 3: A tertiary qualification (MBCHB or equivalent), plus A valid registration with the Health Professionals Council of South Africa as a Specialist in Orthopaedics OR Ten (10) years post registration experience as a Medical Specialist in Orthopaedics. Eleven (11) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa. Knowledge, Skills and Competencies: Sound Clinical knowledge and experience of procedures and protocols in Orthopaedics. Good verbal and written, communication and interpersonal skills. Cross cultural awareness. Sound teaching & supervisory abilities. A concern for excellence and quality care. The ability to function in a multi-disciplinary team. Sound Knowledge and clinical skills in the holistic management of Orthopaedic trauma and pathologies. Ability to supervise and teach junior staff. Good communication, inter-personal and management skills. Sound professional and ethical values, and a concern for excellence.
<u>DUTIES</u>	:	Provide specialist Orthopaedic care to all patients serviced by the department of orthopaedics. Maintain satisfactory clinical, professional and ethical standards. To support the HOD in providing effective running of the wards, outpatient department and Operating Theatres. After-hours clinical participation in accordance with the commuted overtime contract. Participate in staff training and ongoing medical education. Assist with the Departmental Administration and facilitate quality improvement imperatives. Implement clinical guidelines, protocols and clinical audits. Promote community-orientated services. Undertake relevant research. Develop Orthopaedic services for the Ilembe District. Mentor and coach junior staff.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr Y. Pillay (HCU: Orthopaedics) Tel No: (032) 437 6000 Applications should be directed to: Deputy Director: HRM, Private Bag X10609, Stanger, 4450 or hand delivered to: The Human Resource Department, General Justice Gizenga Mpanza Regional Hospital, Corner of Patterson & King Shaka Street, Stanger, 4450.
<u>NOTE</u>	:	Applications must be submitted on the prescribed Application for Employment form(Z83) obtainable at any government department or from the website www.kznhealth.gov.za which must be originally signed, initialled and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). 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). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Please take note that due to the large number of applications received, applications will not be acknowledged. Correspondence will be limited to shortlisted candidates only. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Management reserves the right to allocate employee. GJGM Regional Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of Service) will be requested from shortlisted candidates for submission on or before the interview date.

- CLOSING DATE** : 28 March 2024
- POST 09/56** : **MEDICAL SPECIALIST: OBSTETRICS & GYNAE REF NO: GJGM09/2024 (X1 POST)**
Component: Medical
- SALARY** : Grade 1: R1 214 805 – R1 288 095 per annum, all-inclusive package
Grade 2: R1 386 069 – R1 469 883 per annum, all-inclusive package
Grade 3: R1 605 330 – R2 001 927 per annum, all-inclusive package
All-inclusive package consist of 70% basics and 30% flexible portion that can be structured in Terms of applicable rules. Other benefits: 18% Inhospital Allowance, Plus Commuted overtime which is determined by service delivery needs of the institution.
- CENTRE** : General Justice Gizenga Mpanza Regional Hospital
- REQUIREMENTS** : **Grade 1:** A tertiary qualification (MBCHB or equivalent), plus Current registration with the Health Professionals Council of South Africa as a Specialist in Obstetrics & Gynae. One (1) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa. **Grade 2:** A tertiary qualification (MBCHB or equivalent), plus Current registration with the Health Professionals Council of South Africa as a Specialist in Obstetrics & Gynae plus Five (5) post registration experience as a Medical Specialist in Emergency Medicine or Six (6) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa. **Grade 3:** A tertiary qualification (MBCHB or equivalent), plus A valid registration with the Health Professionals Council of South Africa as a Specialist in Obstetrics & Gynae or Ten (10) years post registration experience as a Medical Specialist in Obstetrics & Gynae. Eleven (11) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa. Recommendation: Full registration with HPCSA included and completed Mmed. The incumbent should have comprehensive knowledge of Obstetrics & Gynae. Knowledge, Skills and Competencies: Sound Clinical knowledge and experience of procedures and protocols in Obstetrics & Gynae. Knowledge of current health and public service legislation, regulations and policy including medical ethics, epidemiology and statistics. Good communication, leadership, decision making and clinical skills. Ability to teach junior doctors and participate in continuing professional development.
- DUTIES** : Provide safe, ethical and high quality of care through the development of standards and risk assessments in the area of clinical and customer care (patient perspective) in the Obstetrics & Gynae speciality. Provide a full package of services including after hour services. Develop, maintain and audit

the correct implementation of clinical protocols and guidelines, implement and maintain an efficient and seamless service delivery process within the institution and referring facilities. Plan and provide continuous medical education to a multidisciplinary team member and conduct and stimulate research. Manage and direct performance of junior staff within the area of control. Align clinical service delivery plans with the hospital plans and priorities. Provide specialist services and support the clinical Head of Unit. Ensure compliance of National Core Standards / Ideal Hospital. Participate in the continued medical education programme in the institution. Manage EPMDS of junior staff. Participate in the extended management activities. Develop, implement and monitor quality improvement programmes. Develop and participate in outreach programmes. Ensure a functional referral system. Actively participate in the academic programme run by the Department of Health for post graduate training of Registrars. Clinical teaching of undergraduate and postgraduate students. Engage in academic research culminating in the publication of papers in scientific journals or the presentation of the results of such research at scientific congresses. Competence in the clinical evaluation of patients, interpretation of special investigations within the discipline. Render an efficient and cost-effective health services to patients managed by the institution. Ensure clinical governance within the Department of Obstetrics & Gynae. Deliver an effective and efficient administration in the Department of Obstetrics & Gynae. Assist the Head of Clinical Unit (HCU) in the development of management protocols, policies for the department – discipline. Assist with quality improvement imperatives including clinical audits (morbidity & mortality reporting and reviewing, clinical documentation audits etc) and continuous professional development activities. Maintain satisfactory clinical, professional and ethical standards in the department. Engage in research and supervise registrar research. Partake in outreach programmes for the Department of Health. After hours participation in call rosters.

ENQUIRIES

: Dr H Hariparsad (HCU: Obstetrics & Gynae) Tel No: (032) 437 7321 – email: drh_78@icloud.com

APPLICATIONS

: Applications should be directed to: Deputy Director: HRM, Private Bag X10609, Stanger, 4450 or hand delivered to: The Human Resource Department, General Justice Gizenga Mpanza Regional Hospital, Corner of Patterson & King Shaka Street, Stanger, 4450.

NOTE

: Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable at any government department or from the website www.kznhealth.gov.za which must be originally signed, initialled and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). 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). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Please take note that due to the large number of applications received, applications will not be acknowledged. Correspondence will be limited to shortlisted candidates only. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Management reserves the right to allocate employee. GJGM Regional Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of

- Service) will be requested from shortlisted candidates for submission on or before the interview date.
- CLOSING DATE** : 28 March 2024
- POST 09/57** : **PHARMACIST GRADE 1, 2 & 3 REF NO: GJGM 02/2024 (X1 POST)**
Component: Allied Health Component
- SALARY** : Grade 1: R768 489 per annum
Grade 2: R830 751 per annum
Grade 3: R906 540 per annum
- CENTRE REQUIREMENTS** : General Justice Gizenga Mpanza Regional Hospital
National Diploma/Degree in Pharmacy plus Current registration as a Pharmacist with the SAPC (2024) plus Valid Code EB Drivers licence (Code 8), plus Certificate of compliance to SAPC-CPD. **Grade 1:** National Diploma/Degree in Pharmacy. Current registration as a Pharmacist with SAPC. **Grade 2:** National Diploma/Degree in Pharmacy. Current registration as a Pharmacist with SAPC, Plus At least five (5) years post registration experience as a pharmacist. **Grade 3:** National Diploma/Degree in Pharmacy. Current registration as a Pharmacist with the SAPC. At least thirteen (13) years post registration experience as a pharmacist. Knowledge, Skills and Competencies: Sound understanding of relevant Legislations, Acts, Policies, Procedures and Delegations pertaining to Pharmacy including Essential Drug Lists (EDL) and Standard Treatment Guidelines (STG's) and District Health System. Knowledge of the principles of drug therapy and the functions and operations of a Drugs and Therapeutics Committee. Commitment to Service Excellence, together with Innovative and Analytical thinking based on sound ethical principles. Ability to manage conflict and apply discipline. Ability to manage and co-ordinate productivity and be part of an interactive team. Ability to communicate effectively with all levels of staff and the public.
- DUTIES** : Deputise for the Assistant Manager of Pharmaceutical Services and assist with the various management functions. Provide necessary orientation, training, skilling, assessing, disciplining and monitoring of all staff. Manage the control and distribution of medicines (including ARV's) to clinics, wards, inpatients and outpatients in the entire subdistricts of KwaDukuza. Manufacture, Compound, Prepack and prelabel pharmaceutical products. Maintain accurate and appropriate patient records in line with legal requirements. Engage in effective communication with other departments and personnel in order to ensure high quality services are rendered. Perform standby duties over weekends, after hours and public holidays with own transport arrangements. Be willing to work long hours if the need arises. Be involved in the maintenance of Minimum Standards of Service through sustained Quality Improvement Programmes. Supervise and provide training to Pharmacists, Pharmacist Interns and Pharmacy Assistants. Retrieve, interpret, evaluate and supply information regarding the nature and use of medicines, disease states and healthcare. Exercise control over expenditure by ensuring non-wastage of pharmaceutical and other resources.
- ENQUIRIES APPLICATIONS** : Mrs BT Biyela (Pharmacy Manager) Tel No: (032) 437 6090
Applications should be directed to: Deputy Director: HRM, Private Bag X10609, Stanger, 4450 or hand delivered to: The Human Resource Department, General Justice Gizenga Mpanza Regional Hospital, Corner of Patterson & King Shaka Street, Stanger, 4450.
- NOTE** : Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable at any government department or from the website www.kznhealth.gov.za which must be originally signed, initialled and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). 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). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA.

It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Please take note that due to the large number of applications received, applications will not be acknowledged. Correspondence will be limited to shortlisted candidates only. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Management reserves the right to allocate employee. GJGM Regional Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of Service) will be requested from shortlisted candidates for submission on or before the interview date.

- CLOSING DATE** : 28 March 2024
- POST 09/58** : **HEAD OF DEPARTMENT: EMERGENCY NURSING SCIENCE REF NO: HGNC 13/2024 (X1 POST)**
- SALARY** : R645 720 – R745 425 per annum. Other Benefits: 13th Cheque, 8% Inhospitable Area Allowance, Housing Allowance and Medical Aid: Optional (employee must meet prescribed requirements)
- CENTRE REQUIREMENTS** : Harry Gwala Nursing Campus
 : Senior Certificate/Grade 12 Plus A Diploma / Degree in Nursing or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse, Post basic qualification in Nursing Education and Nursing Administration registered with the SANC Post basic qualification registration in Emergency Nursing. An unendorsed drivers license (Code EB). Recommendations: Master's Degree, Basic Computer Literacy. Experience: A minimum of nine years appropriate/recognizable experience after registration as a Professional Nurse with the SANC in General Nursing, At least four years of the referred period must be appropriate/recognizable experience in Nursing Education after obtaining the one year post basic qualification in Nursing Education. In-depth knowledge of Emergency Nursing Science. Possess knowledge of the relevant legislations, Acts, Prescripts and Policy Frameworks within the area of operation. Have excellent communication skills (written and verbal) and presentation skills. In-depth knowledge of Nursing Education programmes and curriculum development. Proficiency in teaching and assessment in Nursing Education including evaluation approaches. Knowledge of policy development, interpretation, implementation, monitoring and evaluation. Sound conflict management and decision making/problem solving skills. Willingness to travel. Good research and analytical skills. Computer literacy.
- DUTIES** : Coordinate provisioning of education and training of student nurses in R171, R1497 and R635. Manage clinical learning exposure to students between college and clinical area. Oversee supervision of students. Collaborate with other stakeholders and build a sound relationship within the department. Supervise staff within the Emergency Nursing Science Department. Develop and implementation of quality improvement programs. Implement employee management and development systems. Maintain all clinical records and reports of students. Development and review nursing curricula for all categories of training. Implement the new Nursing programmes in line with SANC and CHE regulations. Participate in all governance structures of the college. Support the mission and promote the image of the college.
- ENQUIRIES APPLICATIONS** : Mrs. R.T. Zondi Tel No: (033) 392 7653
 : All applications to be posted to: The Chief Executive Officer, Harry Gwala Regional Hospital, Private Bag X509, Plessislaer, 3216 or hand delivered to the box main gate behind the security office.
- FOR ATTENTION NOTE** : Mr. T.C. Manyoni
 : The following documents must be submitted: Application for Employment Form (Form Z.83), which is obtainable at any Government Department OR from the website - www.kznhealth.gov.za. Comprehensive CV (with detailed experience) with full record of service, stating duties performed/performing and years of experience written in full e.g. 01/01/2024. Copies of Qualifications, Registration

Certificates and drivers licence must not be submitted when applying for employment. Only shortlisted candidates will be requested to bring certified copies on or before the day of the interview. The Reference Number must be indicated in the column provided on the form Z.83. NB: Failure to comply with the above instructions will disqualify applicants. 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). Please note that 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 advertisement, please accept that your application was unsuccessful. Harry Gwala Regional Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within three months of the closing date of this advertisement, please accept that your application was unsuccessful. NB: Please ensure that your application reaches this office not later than 16h00 on weekdays. Employment Equity: Preference will be given to the following candidates as per Employment Equity target: All appointments will be made in accordance with the Employment Equity targets of the Hospital. People with disabilities are encouraged to apply.

- CLOSING DATE** : 28 March 2024
- POST 09/59** : **OPERATIONAL MANAGER NURSING (PHC) REF NO: MBO 02/2024 (X1 POST)**
- SALARY** : R627 474 – R703 752 per annum. Other benefits: 13th cheque, Homeowners allowance (employee must meet prescribed requirements), Medical aid (optional), Rural allowance 8%.
- CENTRE REQUIREMENTS** : Mbongolwane District Hospital: Ntumeni Clinic
 : National Senior Certificate / Grade 12 / Standard 10. An appropriate National Diploma / Degree in General Nursing with Midwifery.1 (One) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and care (PHC). A minimum of nine (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 speciality. Current SANC registration (2024 receipt). Registration certificate with SANC AS General Nurse and Midwife. Only shortlisted candidates will be required to submit proof of previous and current working experience endorsed by Supervisor and. certificate of service endorsed and stamped by HR Office. Knowledge, Skills and Competencies: Knowledge of SANC rules and regulations. Knowledge of legislative framework and department prescripts. Knowledge of National and Provincial Acts and policies. Basic Financial management skills. Sound management negotiations problem solving and decision making skills. Good communication skills both written and verbal. Provide mentoring and coaching skills. Display a concern for patients promoting advocating and facilitating proper treatment and ensuring that the unit adheres to Batho Pele.
- DUTIES** : Provide direction and supervision for the implementation of the nursing plan. Implementation standards, practice, criteria and indicators for quality nursing. Practice nursing and health care in accordance with laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with nursing and other stakeholders. Facilitate the functionality of the clinic committee and all other committees. Sustain the achieved ideal clinic status. Provide direct and indirect supervision of all clinic staff. Implement Batho Pele principles. Reduce the burden of diseases. Implement PHC re-engineering. Ensure the effective management of complaints. Monitor and evaluate staff performance in terms of employee performance. Assist in the management of mother and child programmes. Ensure pharmaceutical management. Assist in data management. Conduct health education to community. Plan and organize own work to ensure proper nursing care in the clinic. Ensure proper utilization of Human, Material, and Financial resources and keeping up to date records of resources. Ensure proper implementation of National Core Standards, Ideal clinic, Quality and Clinical Audits.

ENQUIRIES : Mr VH Zikhali - (Assistant Manager Nursing) Tel No: (035) 476 6242, ext. 1005

APPLICATIONS : All applications should be forwarded to: The Human Resources Manager, Mbongolwane District Hospital, Private Bag X126, Kwa-Pett, 3820 or Hand Delivered to Mbongolwane District Hospital, Mbongolwane Reserve, Umlalazi. Emailed to: MbongolwaneHospital.HrJobApplication@kznhealth.gov.za NB: kindly indicate reference number of the post in subject line of an email.

FOR ATTENTION : Human Resource Manager

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 accompanied by a detailed Curriculum Vitae. Therefore, only shortlisted candidates will be required to submit certified document on or before the day of the interview following communication from HR. The Circular minute number must be indicated in the column (part A) provided therefore on the Z83 form. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Due to the large number of applications, receipt of applications will not be acknowledged. However, every applicant will be advanced of the outcome of his/her application, in due course. Please note that No Faxed, E-mailed or late applications will be accepted and considered. 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 : 25 March 2024

POST 09/60 : **OPERATIONAL MANAGER NURSING (PHC) REF NO: DANCHC 01/2024 (X1 POST)**

SALARY : Grade 1: R627 474 – R703 752 per annum. Other benefits: 13th Cheque, Medical Aid (Optional) and Housing allowance: Prescribed requirements to be met.

CENTRE : Durnacol Clinic

REQUIREMENTS : Grade 12 (Senior Certificate), Standard 10/ or National Certificate plus basic R 425 qualification i.e. Degree/Diploma in nursing or equivalent qualification that allows registration with SANC as a Professional Nurse. Post Basic qualification with the duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC. Current registration with SANC as Professional Nurse and Primary Health Care and a minimum of 9 years appropriate /recognisable experience after registration as Professional Nurse in General Nursing. Grade 1: Experience: A minimum of 9 years appropriate/ recognisable experience in nursing after registration as Professional Nurse with SANC in General Nursing, at least 5 years of the period referred to above must be appropriate / recognisable experience after obtaining the one year post basic qualification in Primary Health Care. Knowledge, Skills, Training and Competencies required for the post: Knowledge of Nursing care processes and procedures, Nursing Acts, Health Act, Nurses Pledge, Patient's-Right charter, Batho Pele principles etc. Nursing statutes and relevant legal framework. Knowledge and understanding of legislative framework governing the public services. Knowledge of HR, Finance, Skills development, Labour Relations, Public Service. PHC Guidelines and other prescripts. Conflict, change and people management. Disciplinary code and procedure, Grievance Procedure, Human Resource Policies, Hospital generic and specific policies. Leadership, organisational, decision making and problem-solving abilities within the limit of the public sector and institutional policy framework, supervisory and communication skills. Good report writing and facilitation skills, good verbal and communication skills. Team building and cross-cultural awareness. Interpersonal skills including public relations, negotiating, conflict handling and counselling skills. Sound knowledge of the National Core standards (OHSC) and Data Management. Sound knowledge of health programme run at the PHC level. Insight into procedures and policies pertaining to nursing care. Financial and budgetary knowledge pertaining to the relevant resources under management. Computer skills in basic programmes.

<u>DUTIES</u>	:	Facilitate provision of comprehensive package of service at PHC level including priority programme and Quality Improvement Programmes. Develop Clinic Operational Plan, monitor the implementation and submit progress reports. Participate in the implementation of the nursing plan (Clinical practice/quality patient care). Participate in clinical audits in the facility and ensure implementation of the quality improvement plans supported by strong work ethics. Implement standards, practices, criteria and indicators for quality nursing (Quality of practice). Practice nursing and health care in accordance with laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with nursing and other stakeholders. Provide direct and indirect supervision of all nursing staff/housing keeping staff and give guidance. Ensure continuity of patient care on all levels e.g. workbook, handover and rounds. Ensure effective utilisation of human resources, material, and physical resources efficiently and effectively. Render health services in the community by implementing Community Oriented Primary Care. Supervise and ensure the provision of an efficient patient care through adequate nursing care at the clinic. Ensure Batho Pele principles, National Core standards and ideal Clinic priorities are implemented. Provide safe therapeutic environment that allows for the practice of safe nursing care as laid down by nursing act and Occupational Health and Safety Act. Compile monthly, quarterly statistics and other reports.
<u>ENQUIRIES</u>	:	Mrs GM Masuku Tel No: (034) 621 6217
<u>APPLICATIONS</u>	:	All applications should be forwarded to Assistant Director: HRM; KZN: Department of Health; Hand delivery to: Dannhauser Community Health Centre; No 7 Durnacol Road; Dannhauser, 3080. Email Address: DannhauserCHC.HRJobApplication@kznhealth.gov.za
<u>FOR ATTENTION</u>	:	Mrs DBP Buthelezi
<u>NOTE</u>	:	Applications must be submitted on the prescribed application for employment form (Z83-fully completed) and Curriculum Vitae only. Only shortlisted candidates for a post will be required to submit certified documents and proof of current registration with the respective council on or before the day of the interview following communication from HR. 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 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. Preference will be given to African Male.
<u>CLOSING DATE</u>	:	25 March 2024
<u>POST 09/61</u>	:	<u>OPERATIONAL MANAGER NURSING (PHC) REF NO: DANCHC 02/2024 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R627 474 – R703 752 per annum. Other benefits: 13th Cheque, Medical Aid (Optional) and Housing allowance: Prescribed requirements to be met.
<u>CENTRE</u>	:	Sukumani Clinic
<u>REQUIREMENTS</u>	:	Grade 12(Senior Certificate), Standard 10/ or National Certificate plus basic R 425 qualification i.e. Degree/Diploma in nursing or equivalent qualification that allows registration with SANC as a Professional Nurse. Post Basic qualification with the duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC. Current registration with SANC as Professional Nurse and Primary Health Care and a minimum of 9 years appropriate /recognisable experience after registration as Professional Nurse in General Nursing. Grade 1: Experience: A minimum of 9 years appropriate/ recognisable experience in nursing after registration as Professional Nurse with SANC in General Nursing, at least 5 years of the period referred to above must be appropriate / recognisable experience after obtaining the one year post basic qualification in Primary Health Care. Knowledge, Skills, Training and Competencies Required for the post: Knowledge of Nursing care processes and procedures, Nursing Acts, Health Act, Nurses Pledge, Patient's-Right

charter, Batho Pele principles etc. Nursing statutes and relevant legal framework. Knowledge and understanding of legislative framework governing the public services. Knowledge of HR, Finance, Skills development, Labour Relations, Public Service. PHC Guidelines and other prescripts. Conflict, change and people management. Disciplinary code and procedure, Grievance Procedure, Human Resource Policies, Hospital generic and specific policies. Leadership, organisational, decision making and problem solving abilities within the limit of the public sector and institutional policy framework, supervisory and communication skills. Good report writing and facilitation skills, good verbal and communication skills. Team building and cross-cultural awareness. Interpersonal skills including public relations, negotiating, conflict handling and counselling skills. Sound knowledge of the National Core standards (OHSC) and Data Management. Sound knowledge of health programme run at the PHC level. Insight into procedures and policies pertaining to nursing care. Financial and budgetary knowledge pertaining to the relevant resources under management. Computer skills in basic programmes.

DUTIES : Facilitate provision of comprehensive package of service at PHC level including priority programme and Quality Improvement Programmes. Develop Clinic Operational Plan, monitor the implementation and submit progress reports. Participate in the implementation of the nursing plan (Clinical practice/quality patient care). Participate in clinical audits in the facility and ensure implementation of the quality improvement plans supported by strong work ethics. Implement standards, practices, criteria and indicators for quality nursing (Quality of practice). Practice nursing and health care in accordance with laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with nursing and other stakeholders. Provide direct and indirect supervision of all nursing staff/housing keeping staff and give guidance. Ensure continuity of patient care on all levels e.g. workbook, handover and rounds. Ensure effective utilisation of human resources, material, and physical resources efficiently and effectively. Render health services in the community by implementing Community Oriented Primary Care. Supervise and ensure the provision of an efficient patient care through adequate nursing care at the clinic. Ensure Batho Pele principles, National Core standards and ideal Clinic priorities are implemented. Provide safe therapeutic environment that allows for the practice of safe nursing care as laid down by nursing act and Occupational Health and Safety Act. Compile monthly, quarterly statistics and other reports.

ENQUIRIES : Mrs GM Masuku Tel No: (034) 621 6217
APPLICATIONS : All applications should be forwarded to Assistant Director: HRM; KZN: Department of Health; Hand delivery to: Dannhauser Community Health Centre; No 7 Durnacol Road; Dannhauser, 3080. Email Address: DannhauserCHC.HRJobApplication@kznhealth.gov.za

FOR ATTENTION : Mrs DBP Buthelezi
NOTE : Applications must be submitted on the prescribed application for employment form (Z83-fully completed) and Curriculum Vitae (only). Only shortlisted candidates for a post will be required to submit certified documents and proof of current registration with the respective council on or before the day of the interview following communication from HR. 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 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. Preference will be given to African Male

CLOSING DATE : 25 March 2024

<u>POST 09/62</u>	:	<u>OPERATIONAL MANAGER NURSING (PHC) REF NO: DANCHC 03/2024 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R627 474 – R703 752 per annum. Other benefits: 13th Cheque, Medical Aid (Optional) and Housing allowance: Prescribed requirements to be met.
<u>CENTRE REQUIREMENTS</u>	:	Naasfarm Clinic
	:	Grade 12(Senior Certificate), Standard 10/ or National Certificate plus basic R 425 qualification i.e. Degree/Diploma in nursing or equivalent qualification that allows registration with SANC as a Professional Nurse. Post Basic qualification with the duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC. Current registration with SANC as Professional Nurse and Primary Health Care and a minimum of 9 years appropriate /recognisable experience after registration as Professional Nurse in General Nursing. Grade 1: Experience: A minimum of 9 years appropriate/ recognisable experience in nursing after registration as Professional Nurse with SANC in General Nursing, at least 5 years of the period referred to above must be appropriate / recognisable experience after obtaining the one year post basic qualification in Primary Health Care. Knowledge, Skills, Training and Competencies Required for the post: Knowledge of Nursing care processes and procedures, Nursing Acts, Health Act, Nurses Pledge, Patient's-Right charter, Batho Pele principles etc. Nursing statutes and relevant legal framework. Knowledge and understanding of legislative framework governing the public services. Knowledge of HR, Finance, Skills development, Labour Relations, Public Service. PHC Guidelines and other prescripts. Conflict, change and people management. Disciplinary code and procedure, Grievance Procedure, Human Resource Policies, Hospital generic and specific policies. Leadership, organisational, decision making and problem solving abilities within the limit of the public sector and institutional policy framework, supervisory and communication skills. Good report writing and facilitation skills, good verbal and communication skills. Team building and cross cultural awareness. Interpersonal skills including public relations, negotiating, conflict handling and counselling skills. Sound knowledge of the National Core standards (OHSC) and Data Management. Sound knowledge of health programme run at the PHC level. Insight into procedures and policies pertaining to nursing care. Financial and budgetary knowledge pertaining to the relevant resources under management. Computer skills in basic programmes.
<u>DUTIES</u>	:	Facilitate provision of comprehensive package of service at PHC level including priority programme and Quality Improvement Programmes. Develop Clinic Operational Plan, monitor the implementation and submit progress reports. Participate in the implementation of the nursing plan (Clinical practice/quality patient care). Participate in clinical audits in the facility and ensure implementation of the quality improvement plans supported by strong work ethics. Implement standards, practices, criteria and indicators for quality nursing (Quality of practice). Practice nursing and health care in accordance with laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with nursing and other stakeholders. Provide direct and indirect supervision of all nursing staff/housing keeping staff and give guidance. Ensure continuity of patient care on all levels e.g. work book, handover and rounds. Ensure effective utilisation of human resources, material and physical resources efficiently and effectively. Render health services in the community by implementing Community Oriented Primary Care. Supervise and ensure the provision of an efficient patient care through adequate nursing care at the clinic. Ensure Batho Pele principles, National Core standards and ideal Clinic priorities are implemented. Provide safe therapeutic environment that allows for the practice of safe nursing care as laid down by nursing act and Occupational Health and Safety Act. Compile monthly, quarterly statistics and other reports.
<u>ENQUIRIES APPLICATIONS</u>	:	Mrs GM Masuku Tel No: (034) 621 6217
	:	All applications should be forwarded to Assistant Director: HRM; KZN: Department of Health; Hand delivery to: Dannhauser Community Health Centre; No 7 Durnacol Road; Dannhauser, 3080. Email Address: DannhauserCHC.HRJobApplication@kznhealth.gov.za
<u>FOR ATTENTION NOTE</u>	:	Mrs DBP Buthelezi
	:	Applications must be submitted on the prescribed application for employment form (Z83-fully completed) and Curriculum Vitae (only). Only shortlisted

candidates for a post will be required to submit certified documents and proof of current registration with the respective council on or before the day of the interview following communication from HR. 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 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. Preference will be given to African male.

- CLOSING DATE** : 25 March 2024
- POST 09/63** : **CLINICAL PROGRAMME CO-ORDINATOR (GRADE 1) TRANSPLANT CO-ORDINATOR REF NO: GS 13/24**
Component: Monitoring and Evaluation
Re-Advertisement
- SALARY** : R497 193 per annum. Plus 13th cheque, Medical aid (optional), Homeowners allowance, etc, (employee must meet the prescribed requirements).
- CENTRE REQUIREMENTS** : Greys Hospital, Pietermaritzburg
Senior Certificate/Grade 12 or equivalent Degree/Diploma in General Nursing and Midwifery or equivalent qualification that allows with South African Nursing Council (SANC) as a Professional Nurse. Registration with South African Nursing Council as Professional Nurse. Current registration with SANC. A minimum of 7 years appropriate / recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing. Only shortlisted candidates will be required to submit proof of all documents, certificate of service endorsed by HR Department. Recommendations: A valid code 08 driver's license. Computer Literacy (Word processing and spread sheet packages). Plus a minimum of 2 years' experience as a Professional Nurse in Renal or Critical Care Nursing. Knowledge, Skills, Attributes and Abilities: High level of interpersonal relationship skills. High level of initiative and innovation. Good communication skills (written and verbal). Problem solving and decision-making skills. Computer literacy in word processing and spread sheet packages. Knowledge of legislative, current public service and health related legislations and health policies. Knowledge of legislative framework and of the Human Tissue Act. Ability to formulate policies relating to organ donation and referrals. Function objectively in a highly emotional environment of dealing with potential donors. Must be able to make the different members of the teamwork towards the common goal of a successful donor transplant.
- DUTIES** : Identification, assessment and management of a potential cadaver donor. Coordinate and cross-cover with other transplant coordinators in the province. Coordinate and facilitate organ donation in the KZN province. Work and liaise with transplant team at Inkosi Albert Luthuli Hospital complex. Coordinate and facilitate potential donor's workup procedures and process which involves screening of donors for suitability and understanding. Promote and create awareness of organ donation. Co-ordinate activities of the different disciplines during organ procurement. Provide counselling to relatives/family of potential donors. After-hours clinical participation in all transplants related activities in KZN province. Provide education to Trauma, Theatre, Critical Care, Outpatient and clinical staff on potential cadaver identification and referral. Support facility in the development and implementation of institutional policies, Standard Operating Procedures and protocols. Participate in Outreach programme and multidisciplinary meetings. Participate in internal and external assessments and inspections. Conduct regular audits of the transplant processes.
- ENQUIRIES APPLICATIONS** : Ms S Arends Tel No: (033) 897 3326
Applications to be forwarded to: The Human Resources Management Office, Greys Hospital Private Bag X9001, Pietermaritzburg, 3200.
- FOR ATTENTION NOTE** : Mrs M. Chandulal
Directions to Candidates: Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the

new Application for Employment Form (Z83) - 81/971431 effective 01 January 2021 and a detailed curriculum vitae only. Applicants must fill all sections of Z83. The employment equity target for this post is: African Male; African Female.

- CLOSING DATE** : 25 March 2024
- POST 09/64** : **ULTRASOUND RADIOGRAPHER/SONOGRAPHER REF NO: GJGM 07/2024 (X1 POST)**
Component: Allied Health Component
- SALARY** : Grade 1: R444 741 per annum
Grade 2: R520 785 per annum
Grade 3: R612 642 per annum
Other Benefits: 13th Cheque, 12% inhospitable allowance, Homeowners Allowance & Medical Aid. (To qualify: Employee must meet all the prescribed policy requirements), 12% Inhospitable Allowance.
- CENTRE REQUIREMENTS** : General Justice Gizenga Mpanza Regional Hospital
: Senior Certificate or equivalent, plus a Three (3) year National Diploma or B. Tech Degree in Diagnostic and Acts. Registration certificates as a Sonographer with HPCSA. Current Registration with HPCSA as a Sonographer (2023-2024).
Grade 1: Experience – Nil for South African Radiographers that have completed Community Service and One (1) year relevant experience after registration as a Sonographer with recognised Health Professional Council in respect of foreign qualified Sonographer. **Grade 2:** Experience – Ten (10) years Appropriate experience after registration with HPCSA as a Radiographer and Eleven (11) years 'experience after registration as a Sonographer with the recognised Health Professional Council in respect of foreign qualified Sonographer. **Grade 3:** Experience – Twenty (20) years. Appropriate experience after registration with HPCSA as a Radiographer and Twenty-One (21) years' experience after registration as a Sonographer with the recognised Health Professional Council in respect of foreign qualified Sonographer. Knowledge, Skills and Competencies: Sound knowledge of ultrasound procedures: general, obstetrics and gynaecology. Sound knowledge of report writing. Knowledge of relevant Health & Safety policies, regulations and Acts. Knowledge of Quality Assurance procedure and methods. Sound communication, interpersonal, problem-solving, teaching and training skills. Ability to supervise junior and student sonographers.
- DUTIES** : Provide high quality ultrasound services according to the patient's needs. To promote Good health practices and ensure optimal patient care. Execute all ultrasound procedure completely to prevent complications. Provide general administrative duties as required. Provide guidance and supervision to junior staff and students. Participate in institutional radiographic policy making and planning for service delivery. Promote Batho Pele principles in the execution of all duties for effective service delivery. Give factual information to patients and clients on ultrasound examinations. Participate in departmental Quality Assurance, Quality Improvement programmes and National Core Standards. Inspect and use equipment professionally to ensure that they comply with safety Standards. Develop protocols to ensure that sonographic services comply with the required prescripts. Participate in ultrasound quality assurance programmes. Participate in Continued Professional Development (CPD) programmes.
- ENQUIRIES APPLICATIONS** : Mr MR Leso (Deputy Director: Radiography) Tel No: (032) 437 6132
: Applications should be directed to: Deputy Director: HRM, Private Bag X10609, Stanger, 4450 or hand delivered to: The Human Resource Department, General Justice Gizenga Mpanza Regional Hospital, Corner of Patterson & King Shaka Street, Stanger, 4450.
- NOTE** : Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable at any government department or from the website www.kznhealth.gov.za which must be originally signed, initialled and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). 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). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Please take note that due to the large number of applications received, applications will not be acknowledged. Correspondence will be limited to shortlisted candidates only. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Management reserves the right to allocate employee. GJGM Regional Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of Service) will be requested from shortlisted candidates for submission on or before the interview date.

- CLOSING DATE** : 28 March 2024
- POST 09/65** : **PROFESSIONAL NURSE SPECIALTY – TRAUMA & EMERGENCY REF NO: GJGM03/2024 (X2 POSTS)**
Component: Nursing Management Service
- SALARY** : Grade 1: R431 265 per annum
Grade 2: R528 696 per annum
Other benefits: 8% Inhospitable Allowance, 13th cheque, medical Aid (Optional) and housing allowance (employee must meet prescribed Requirements).
- CENTRE** : General Justice Gizenga Mpanza Regional Hospital
- REQUIREMENTS** : **Grade 1:** Degree/Diploma in General Nursing. Post Basic Diploma qualification in Trauma & Emergency Nursing Science or Critical Care Nursing Science (Trauma). Registration Certificate with SANC as a General Nurse. Registration Certificate with SANC – Post Basic Trauma & Emergency or Critical Care Nursing Science. Current registration receipt with SANC for 2024. A minimum of 4 years appropriate recognizable Experience in Nursing after registration as a Professional Nurse with the SANC in General Nursing. A post-basic qualification with a duration of at least 1 year Accredited with the SANC in Trauma & Emergency Nursing Science or Critical Care Nursing Science **Grade 2:** Degree/Diploma in General Nursing. Post Basic Diploma qualification in Trauma & Emergency Nursing Science or Critical Care Nursing Science (Trauma). Registration Certificate with SANC as a General Nurse. Registration Certificate with SANC – Post Basic Trauma & Emergency or Critical Care Nursing Science. Current registration receipt with SANC for 2024. A minimum of 14 years appropriate/recognisable 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/recognisable experience in the specific Specialty after obtaining the 1-year post-basic qualification in the relevant speciality. Recommendation: Demonstrate and understanding of Human Resource and Financial Management Policies and Procedures. Knowledge, Skills & Competencies: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks. Good verbal and written communication and report writing skills. Decision making and problem-solving skills. Conflict management and negotiation skills. Project Management skills. 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). Able to manage clients

during disasters and implement disaster plans. 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. Order and monitor appropriate level of consumables. 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.

- ENQUIRIES** : Matron TH Mthembu (Assistant Nurse Manager) Tel No: (032) 437 6111
- APPLICATIONS** : Applications should be directed to: Deputy Director: HRM, Private Bag X10609, Stanger, 4450 or hand delivered to: The Human Resource Department, General Justice Gizenga Mpanza Regional Hospital, Corner of Patterson & King Shaka Street, Stanger, 4450
- NOTE** : Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable at any government department or from the website www.kznhealth.gov.za which must be originally signed, initialled and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). 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). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Please take note that due to the large number of applications received, applications will not be acknowledged. Correspondence will be limited to shortlisted candidates only. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Management reserves the right to allocate employee. GJGM Regional Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of Service) will be requested from shortlisted candidates for submission on or before the interview date.
- CLOSING DATE** : 28 March 2024
- POST 09/66** : **PROFESSIONAL NURSE SPECIALTY – ORTHOPAEDIC NURSING REF NO: GJGM 04/2024 (X2 POSTS)**
Component: Nursing Management Services
- SALARY** : Grade 1: R431 265 per annum
Grade 2: R528 696 per annum
Other benefits: 8% Inhospitable Allowance, 13th cheque, medical Aid (Optional) and housing allowance (employee must meet prescribed requirements).
- CENTRE** : General Justice Gizenga Mpanza Regional Hospital
- REQUIREMENTS** : **Grade 1:** Senior Certificate / **Grade 12.** Diploma / Degree in General Nursing that allow registration with SANC as a Professional Nurse. A post basic

qualification in Orthopaedic Nursing Science. Registration with the SANC as a Professional Nurse. Current SANC receipt. A minimum of 4 years appropriate or recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. **Grade 2:** Senior Certificate / Grade 12. Diploma / Degree in General Nursing that allows registration with SANC as a Professional Nurse. A post basic qualification in Orthopaedic Nursing Science. A minimum of 14 years appropriate or recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. Knowledge, Skills and Competencies: Basic Computer literacy to enhance service delivery. Appropriate understanding of Nursing scope of practice and nursing standard as determined by the Surgical component. Knowledge of health and public service legislation, regulations and policies. Excellent communication skills, human relations and ability to teach in and train staff within a team. Effective communication with patients, supervisors and other health care professionals. Ability to work as a multi-disciplinary team at all levels and work effectively to maintain high standards of service delivery. 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

: Provision of optimal, holistic specialised nursing care provided within the set standards i.e. professional/obligation. Apply nursing process to patient care in the Surgical Unit. Maintain accurate and complete patient records according to legal requirements. Compilation and analysis of statistics, participation auditing and clinical charts and develop QIP's. Participate in the implementation of National norms and standards, guidelines, protocols. Manage resources effectively, efficiently and economically with the allocated resources. Provision of effect support to nursing services. Assist is supervision and development of staff. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient's needs and expectations as per Batho Pele principles. Work as part of a multidisciplinary team to ensure good nursing care. Provide safe, therapeutic and hygienic environment for patients, visitors and staff. Ensure that equipment in the unit is adequate and checked that it is in working order. To deliver quality nursing care to Surgical patients in the wards and clinics. To offer patient care by assessing, collecting and interpreting information on surgical clients and prescribing interventions. Monitor and evaluate the care management of all patience and ensure the maintenance of accurate complete patient records. Maintain professional growth/ethical standards of self-development. Promote good working relationships with multidisciplinary team in the provision of quality holistic and individualised patient care. Maintain sterile environment and ensure availability/functionality of surgical equipment.

**ENQUIRIES
APPLICATIONS**

: Matron LV Hadebe (Assistant Nurse Manager) Tel No: (032) 437 6137
 : Applications should be directed to: Deputy Director: HRM, Private Bag X10609, Stanger, 4450 or hand delivered to: The Human Resource Department, General Justice Gizenga Mpanza Regional Hospital, Corner of Patterson & King Shaka Street, Stanger, 4450

NOTE

: Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable at any government department or from the website www.kznhealth.gov.za which must be originally signed, initialled and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). 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). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit

separate applications for each post that you apply for. Please take note that due to the large number of applications received, applications will not be acknowledged. Correspondence will be limited to shortlisted candidates only. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Management reserves the right to allocate employee. GJGM Regional Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of Service) will be requested from shortlisted candidates for submission on or before the interview date.

- CLOSING DATE** : 28 March 2024
- POST 09/67** : **PROFESSIONAL NURSE SPECIALTY – PAEDIATRICS REF NO: GJGM 05/2024 (X2 POSTS)**
Component: Nursing Management Services
- SALARY** : Grade 1: R431 265 per annum
Grade 2: R528 696 per annum
Other benefits: 13th Cheque, Medical Aid – optional, 8% inhospitable allowance, Homeowner allowance, employee must meet prescribed requirements.
- CENTRE REQUIREMENTS** : General Justice Gizenga Mpanza Regional Hospital
: **Grade 1:** Senior Certificate / Grade 12. Diploma / Degree in General nursing that Allow registration with SANC as a Professional Nurse. A post basic qualification in Child Nursing Science or Diploma in Critical Care. Registration with the SANC as a Professional Nurse. Current SANC receipt. A minimum of 4 years appropriate or recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. **Grade 2:** Senior Certificate / Grade 12. Diploma / Degree in General Nursing that allows registration with SANC as a Professional Nurse. A post basic qualification in Child Nursing Science or Diploma in Critical Care. A minimum of 14 years appropriate or recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. Knowledge, Skills and Competencies: 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 and policies. Appropriate understanding of nursing scope of practice and nursing standards as determined by Child Nursing 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 a high level of service delivery. Knowledge of labour relation 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** : Coordination of optimal, holistic specialized nursing care provided within set standards professional/ legal framework. To plan/ organize and monitor the objectives of the specialized unit in consultation with other members. To provide a therapeutic environment for staff, patients and public. To provide a comprehensive quality nursing care as a member of the unit-disciplinary team according to the identified needs of the patient based on scientific principles. To delegate duties and support staff in the execution of patient care delivery. To provide direct and indirect supervision of all nursing staff/ housekeeping staff and to give guidance. To ensure continuity of patient care on all levels i.e. work, book, and handover rounds. To liaise and communicate with multi-disciplinary team as well as other departments within the hospital i.e. during operational meetings with nursing supervisor and subordinates. Manage effectively the utilization and supervision of resources coordination of the provision of effective training and research. Provision of effective support to nursing services. Maintaining professional growth/ ethical standards and self-self-development. Ensure accurate record keeping for statistics purposes. Ensure adherence to the Principles of IPC in the unit. Manage unit in the absence of

		the Operation Manager. Identify, report and assist Doctors in the management of Paediatric Emergencies.
<u>ENQUIRIES</u>	:	Matron NG Mntambo (Assistant Nurse Manager) Tel No: (032) 437 6000
<u>APPLICATIONS</u>	:	Applications should be directed to: Deputy Director: HRM, Private Bag X10609, Stanger, 4450 or hand delivered to: The Human Resource Department, General Justice Gizenga Mpanza Regional Hospital, Corner of Patterson & King Shaka Street, Stanger, 4450
<u>NOTE</u>	:	Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable at any government department or from the website www.kznhealth.gov.za which must be originally signed, initialled and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). 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). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Please take note that due to the large number of applications received, applications will not be acknowledged. Correspondence will be limited to shortlisted candidates only. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Management reserves the right to allocate employee. GJGM Regional Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of Service) will be requested from shortlisted candidates for submission on or before the interview date.
<u>CLOSING DATE</u>	:	28 March 2024
<u>POST 09/68</u>	:	<u>PROFESSIONAL NURSE SPECIALTY – OBSTETRICS & GYNAECOLOGY</u> <u>REF NO: GJGM 06/2024 (X7 POSTS)</u> Component: Nursing Management Services
<u>SALARY</u>	:	Grade 1: R431 265 per annum Grade 2: R528 696 per annum Other benefits: 13th Cheque, Medical Aid – optional, 8% inhospitable allowance, Homeowner allowance, employee must meet prescribed requirements.
<u>CENTRE</u>	:	General Justice Gizenga Mpanza Regional Hospital
<u>REQUIREMENTS</u>	:	Grade 1: Diploma/ Degree in General Nursing and Midwifery. One year post basic qualification in Midwifery and Neonatal Nursing Science (Advanced Midwifery). A minimum of four (4) years appropriate/ Recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing and Midwifery. Grade 2: Diploma in General Nursing and Midwifery. One year post basic qualification in Midwifery and Neonatal Science (Advanced Midwifery). A minimum of fourteen (14) years appropriate/recognizable experience in Nursing after registration as a Professional Nurse with SANC in General Nursing. At least ten (10) years of the period referred to the above must be appropriate/recognizable experience in the Obstetric and Gynae specialty after obtaining the one (1) year post-basic qualification in Advanced Midwifery. Recommendation: Demonstrate an in depth understanding of legislation and related ethical nursing practices and how this impact on service delivery. Knowledge, Skills and Competencies: Knowledge of Nursing Care, Processes and Procedures, Nursing Statues and

other relevant legal frameworks such as Nursing Acts, Health Act, Patient Rights Charter, Batho Pele Principles, Public Service Regulations, Disciplinary Codes and Procedures in the Public Service. Leadership, organizational, decision making, problem solving and interpersonal skills within the limits of the Public Sector. Personal Attitudes, Responsiveness, Professionalism, Supportive, Assertive and must be a team player.

DUTIES

: Provision of optimal, holistic specialized nursing care with set standards and within a Professional legal framework. Ensuring clinical nursing practice by the nursing team in accordance with the Scope of Practice and nursing standards as determined by the relevant health facility. Implement activities aimed at the improvement of women's health. Ensure high quality nursing care is rendered to all clients accessing maternal services in the facility by considering CARMA objectives, ESMOE, KINC, Helping Babies Breath (HBB) and safe Caesarian checklist. Ensure that other antenatal care programmes i.e. BANC are implemented to enhance antenatal care to all pregnant women. Ensure implementation and integration of HAST programmes in O&G departments within the facility. Ensure accurate and proper record keeping for statistical purposes. Ensure adherence to the principles of IPC practices in the unit. Assess and identify the relationship between normal physiological and specific system alterations associated with problems, disorders and treatment in the pregnancy, labour, puerperium and neonates. Plan, implement, management and monitor according to identified problems. Implement plan of action in obstetric emergency situations according to protocols and guidelines. Evaluate the response to management. Participate in training, monitoring and research with a view to increasing the body of knowledge in the midwifery practice. Able to identify, report and assist doctors in the management of obstetrics emergencies. Ensure compliance to quality, IPC, Ideal Hospital realization and maintenance (IHRM) and Norms and Standards. Promote, instil and maintain discipline, professionalism and work ethics among employees. Manage the utilization and supervision of resources. Maintain a constructive working relationship with multidisciplinary team members.

**ENQUIRIES
APPLICATIONS**

: Matron DS Khanyezi (Assistant Nurse Manager) Tel No: (032) 437 6382
: Applications should be directed to: Deputy Director: HRM, Private Bag X10609, Stanger, 4450 or hand delivered to: The Human Resource Department, General Justice Gizenga Mpanza Regional Hospital, Corner of Patterson & King Shaka Street, Stanger, 4450

NOTE

: Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable at any government department or from the website www.kznhealth.gov.za which must be originally signed, initialled and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). 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). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Please take note that due to the large number of applications received, applications will not be acknowledged. Correspondence will be limited to shortlisted candidates only. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Management reserves the right to allocate employee. GJGM Regional Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of

		Service) will be requested from shortlisted candidates for submission on or before the interview date.
<u>CLOSING DATE</u>	:	28 March 2024
<u>POST 09/69</u>	:	<u>CLINICAL NURSE PRACTITIONER (SPECIALTY HAST) GRADE 1 REF NO: MBO 03/2024 (X1 POST)</u> Component: Nursing Section: HAST
<u>SALARY</u>	:	Grade 1: R431 265 – R497 193 per annum Grade 2: R528 696 – R645 720 per annum Other benefits: medical aid (optional), Homeowners allowance (employee must meet prescribed requirements, 8% rural allowance, 13th cheque
<u>CENTRE REQUIREMENTS</u>	:	Mbongolwane District Hospital Grade 1: National senior certificate/Matric/Grade 12. Degree/Diploma in General Nursing Science and Midwifery Plus. One (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC). Current registration with SANC receipt as a General Nurse (2024). Only shortlisted candidate will be required to submit proof of previous and current working experience endorsed and stamped by Supervisor must be attached and certificate of service endorsed and stamped by HR Office. Experience: A minimum of 4 years appropriate/ recognizable experience in nursing experience after registration as a Professional Nurse with SANC in General nursing. Grade 2: Senior certificate/Matric/Grade 12. Degree/Diploma in General Nursing Science and Midwifery plus. One (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC). Current registration with SANC (2024). Experience: A minimum of 14 years appropriate / recognizable experience in nursing after registration as a Professional Nurse with SANC in general nursing, of which At least 10 years must be appropriate / recognizable experience after obtaining One (1) year post basic qualification in Primary Health Care. Recommendation: NIMART. Knowledge, Skills and Competences Required: Knowledge of all applicable legislations such as Nursing Act, Mental Act, OH&S Act, Batho Pele principles and Patients' Rights Charter, Labour Relations Act, Grievance Procedures etc. Leadership, organizational, decision making and problem solving, conflict handling and counselling. Good listening and communication skills. Co-ordination and planning skills. Team building and supervisory. Good interpersonal relationship. Good insight of procedures and policies pertaining to nursing care.
<u>DUTIES</u>	:	Provide promotive, preventative, curative and rehabilitative services to the community. Ensure proper utilization and safekeeping of basic medical equipment. Assist in orientation and induction of staff. Provide direct and indirect supervision of all nursing staff. Implement Batho Pele principles. Execute duties and functions with proficiency and perform duties according to scope of practice. Implement infection control standards and practices to improve quality of nursing care. Ensure proper implementation of National Core Standards, Ideal Clinic, Quality and Clinical Audits. Ensuring proper utilization of Human, material and financial resources and keeping up to date records of resources. Plan and organize own work to ensure proper nursing care in the clinic. Conduct health education to community. Assist in data management. Ensure pharmaceutical management. Assist in the management of mother and child programmes.
<u>ENQUIRIES</u>	:	Mr NM Mhlongo - (Assistant Manager Nursing) Tel No: (035) 476 6242, ext. 1005
<u>APPLICATIONS</u>	:	All applications should be forwarded to: The Human Resources Manager, Mbongolwane District Hospital, Private Bag X126, Kwa-Pett, 3820 or Hand Delivered to Mbongolwane District Hospital, Mbongolwane Reserve, Umlalazi, Emailed to: MbongolwaneHospital.HrJobApplication@kznhealth.gov.za NB: kindly indicate reference number of the post in subject line of an email.
<u>FOR ATTENTION NOTE</u>	:	Human Resource Manager Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za. The application form (Z83) must be accompanied by a detailed Curriculum Vitae. Therefore, only shortlisted candidates will be required to submit certified document on or before the day of the interview following communication from HR. The Circular minute number must be indicated in the column (part A)

provided therefore on the Z83 form. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Due to the large number of applications, receipt of applications will not be acknowledged. However, every applicant will be advanced of the outcome of his/her application, in due course. Please note that No Faxed, E-mailed or late applications will be accepted and considered. 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** : 25 March 2024
- POST 09/70** : **PROFESSIONAL NURSE- SPECIALTY (ORTHOPEADIC) REF NO: MBO 04/2024 (X1 POST)**
Component: Nursing
- SALARY** : R431 265 – R497 193 per annum. Other benefits: Homeowner allowance (prescribed requirements to be met), 13th cheque, rural allowance 8% and Medical aid (optional)
- CENTRE** : Mbongolwane District Hospital
- REQUIREMENTS** : National Senior Certificate / Grade 12 / Standard 10. Diploma/ Degree in General Nursing and Midwifery. Current registration with SANC receipt as a General Nurse (2024). A minimum of 04 years appropriate/recognizable experience in nursing after registration as professional nurse with SANC in General Nursing. Plus (One) 1 year post qualification in Orthopaedic Nursing Science. Only shortlisted candidates will be required to submit proof of previous and current working experience endorsed by Supervisor and certificate of service endorsed and stamped by HR Office. Knowledge, Skills and Competencies: Knowledge of Nursing care processes and procedures, Nursing Acts, Health Act, Nurses Pledge, Patient's-Rights charter, Batho Pele principles etc. Nursing statutes and relevant legal framework. Knowledge and understanding of legislative framework governing the public services. Knowledge of HR, Finance, Skills development, Labour Relations, Public Service, PHC Guidelines and other prescripts. Conflict, change and people management.
- DUTIES** : Assist in implementation and monitoring of objectives of the Orthopaedic (outpatient and inpatient) units. Provide therapeutic environment for staff, patients and the public. Demonstrate effective communication to patients, families, multidisciplinary team members and other stakeholders within the hospital. Ensure that high quality nursing care is rendered to all clients accessing Orthopaedic Unit. Manage the utilization and supervision of resources. Coordinate the provision of effective training and research, focusing on the programs aimed at the improvement of Orthopaedic nursing care. Instil discipline, professionalism and work ethics among employees. Ensure compliance to Quality and Infection Prevention and Control (IPC) programs. Assist in maintaining Ideal Hospital Realization and Maintenance (IHRM) and Office of Health Standards Compliance (OHSC) status. Exercise control over discipline, Grievance and Labour Relations issues according to the laid down procedures. Assist with performance review i.e. EPMDs.
- ENQUIRIES** : Mr. NM Mhlongo (AMN Medical and Surgical) Tel No: (035) 476 6242/, Ext, 1011
- APPLICATIONS** : All applications should be forwarded to: The Human Resources Manager, Mbongolwane District Hospital, Private Bag X 126, Kwa-Pett, 3820 OR Hand Delivered to Mbongolwane District Hospital, Mbongolwane Reserve, Umlalazi, or E-mail to MbongolwaneHospital.HRJobApplication@kznhealth.gov.za NB: kindly indicate reference number of the post in subject line of an email.
- 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 accompanied by a detailed Curriculum Vitae. Therefore, only shortlisted candidates will be required to submit certified document on or before the day of the interview following communication from HR. The Circular minute number must be indicated in the column (part A) provided therefore on the Z83 form. NB: Failure to comply with the above

instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Due to the large number of applications, receipt of applications will not be acknowledged. However, every applicant will be advanced of the outcome of his/her application, in due course. Please note that No Faxed, E-mailed or late applications will be accepted and considered. 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** : 25 March 2024
- POST 09/71** : **PROFESSIONAL NURSE SPECIALTY (PEADIATRIC) REF NO: MBO 05/2024 (X2 POSTS)**
Component: Nursing
- SALARY** : R431 265 – R497 193 per annum. Other benefits: Homeowner allowance (prescribed requirements to be met), 13th cheque, rural allowance 8% and Medical aid (optional)
- CENTRE** : Mbongolwane District Hospital
- REQUIREMENTS** : National Senior Certificate / Grade 12 / Standard 10. Diploma/ Degree in General Nursing and Midwifery. Current registration with SANC receipt as a General Nurse (2024). A minimum of 4 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in General Nursing. Plus 01 year post qualification in Clinical Nursing Science (Pediatrics). Only shortlisted candidates will be required to submit proof of previous and current working experience endorsed by Supervisor and certificate of service endorsed and stamped by HR Office. Knowledge, Skills and Competencies: Knowledge of Nursing care processes and procedures, Nursing Acts, Health Act, Nurses Pledge, Patient's-Rights charter, Batho Pele principles etc. Nursing statutes and relevant legal framework. Knowledge and understanding of legislative framework governing the public services. Knowledge of HR, Finance, Skills development, Labour Relations, Public Service, PHC Guidelines and other prescripts. Conflict, change and people management.
- DUTIES** : Assist in planning/organizing and monitoring of objectives of the specialized unit. Provide therapeutic environment for staff, patients and the public. Demonstrate effective communication to patients, families, multidisciplinary team members and other stakeholders within the hospital. Ensure that high quality nursing care is rendered to all clients accessing Pediatrics Unit. Manage the utilization and supervision of resources. Coordinate the provision of effective training and research, focusing on the programs aimed at the improvement of Peadiatric Nursing care. Instil discipline, professionalism and work ethics among employees. Ensure compliance to Quality, Infection Prevention and Control (IPC) programs. Assist in maintaining Ideal Hospital Realization and Maintenance (IHRM) and Office of Health Standards Compliance (OHSC) status. Exercise control over discipline, Grievance and Labour Relations issues according to the laid down procedures. Assist with performance review i.e. EPMDS. Implement Child Health Care Programs/Practices and participate in CHIPP meetings.
- ENQUIRIES** : Mr. NM Mhlongo (AMN Medical and Surgical) Tel No: (035) 476 6242/, Ext, 1011
- APPLICATIONS** : All applications should be forwarded to: The Human Resources Manager, Mbongolwane District Hospital, Private Bag X 126, Kwa-Pett, 3820 OR Hand Delivered to Mbongolwane District Hospital, Mbongolwane Reserve, Umlalazi, or E-mail to MbongolwaneHospital.HRJobApplication@kznhealth.gov.za NB: kindly indicate reference number of the post in subject line of an email.
- 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 accompanied by a detailed Curriculum Vitae. Therefore only shortlisted candidates will be required to submit certified document on or before the day of the interview following communication from HR. The Circular minute number must be indicated in the column (part A) provided therefore on the Z83 form. NB: Failure to comply with the above

instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Due to the large number of applications, receipt of applications will not be acknowledged. However, every applicant will be advanced of the outcome of his/her application, in due course. Please note that No Faxed, E-mailed or late applications will be accepted and considered. 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** : 25 March 2024
- POST 09/72** : **PROFESSIONAL NURSE: SPECIALTY (MIDWIFERY AND NEONATAL NURSING SCIENCE (GRADE 1 OR 2) REF NO: MGMH01/2024 (X1 POST)**
- SALARY** : Grade 1: R431 265 – R497 193 per annum
Grade 2: R528 696 – R645 720 per annum
Plus 13th cheque, Medical Aid Subsidy (optional) and home owners' allowance (subject to meeting prescribed requirements).
- CENTRE** : Mahatma Gandhi Memorial Hospital
- REQUIREMENTS** : **Grade 1:** Senior certificate / Grade 12 or equivalent qualification plus Basic R425 qualification i.e. Degree or Diploma in nursing qualification that allows registration with SANC as Professional Nurse plus. A post basic nursing qualification (Midwifery and Neonatal Nursing Science) with duration of 1 year. A minimum of four (4) years appropriate / recognisable experience in nursing after registration as a Professional Nurse with the SANC in general nursing Current registration with SANC as a General Nurse. **Grade 2:** Senior certificate / Grade 12 or equivalent qualification plus Basic R425 qualification i.e. Degree or Diploma in nursing qualification that allows registration with SANC as Professional Nurse plus A post basic nursing qualification (Midwifery and Neonatal Nursing Science) with duration of 1 year. Current registration with SANC as a General Nurse. Persons in possession of foreign qualification must attach an evaluation certificate from the South Africa Qualification Authority (SAQA). A minimum of fourteen (14) years appropriate / recognisable experience in nursing after registration as a Professional Nurse with the SANC in general nursing. A minimum of ten (10) years' experience after obtaining the post basic qualification. Knowledge, Skills, Training and Competencies Required: Knowledge of nursing care and processes and procedures. Basic knowledge of Public service regulations. Disciplinary code human resources policies, hospital generic and specific policies. Leadership, supervisory and good communication skills. Team building and cross-cultural awareness.
- DUTIES** : Assist in planning/organizing and monitoring of objectives of the specialized unit. Provide a therapeutic environment for staff, patients and public. Provide comprehensive, quality nursing care. Provide direct and indirect supervision of all Nursing Staff/Housekeeping staff and to give them guidance and ensure continuity of patient care on all level. Demonstrate effective communication patient and families with the multi-disciplinary team, other department within the hospital. Assist with allocation/change list, day and night duty rosters and inputs for leave. Assist in record keeping and provide statistical information on training and staffing. To assist in EPMDS evaluation of staff and implement EAP. Assist in orientation, induction and monitoring of all nursing staff. To complete patient related data and partake in research. Promote quality specialized nursing care as directed by scope of practice and standards determined by the relevant specialty. To assist with relief duties of the supervisor and act as junior shift-leader on both day and night shift. To partake in overall specialized unit functions, i.e. team building Effective and efficient management of all resources.
- ENQUIRIES** : Mr. GTD Mthethwa Tel No: (031) 502 1719, ext. 2015
- APPLICATIONS** : Please forward application quoting the reference number to the Human Resource Office, Mahatma Gandhi Memorial Hospital, Private Bag X13, Mount Edgecombe, 4300 or Hand Delivered can be submitted to Human Resources.
- FOR ATTENTION** : Mr E.S Gwala
- NOTE** : The following documents must be submitted: Applicants must utilize the most recent Z83 application form for employment obtainable from any government department or from the webside-www.kznhealth.gov.za. Applicants are

required to complete and submit Z83 Form 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. Applicants are NOT required to submit copies of qualifications and other relevant documents on application but must submit the Z83 form and detailed curriculum vitae (CV). The certified copies of qualifications 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. The reference number of the post must be indicated in the column provided on the Z83 application form e.g. MGMH01/2024. Faxed / emailed applications will not be considered. N.B: failure to comply with the above instructions will disqualify applicants. Applicants are advised that due to a number of applications anticipated, individual applications will not be acknowledged. Should you not receive a Response within six (6) weeks after the closing date the application must be considered unsuccessful. People with disability should feel free to apply. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representativity in all levels of all occupational classes of the department. S & T and Resettlement will not be paid to the eligible candidates due departmental budgetary constraints.

- CLOSING DATE** : 25 March 2024
- POST 09/73** : **PROFESSIONAL NURSE: SPECIALTY STREAM – (ORTHOPAEDIC NURSING SCIENCE) REF NO: MGMH02/2024 (X1 POST)**
- SALARY** : Grade 1: R431 265 – R497 193 per annum
Grade 2: R528 696 – R645 720 per annum
Plus 13th cheque, Medical Aid Subsidy (optional) and homeowners' allowance (subject to meeting prescribed requirements).
- CENTRE** : Mahatma Gandhi Memorial Hospital
- REQUIREMENTS** : **Grade 1:** Senior certificate / Grade 12. Basic R425 qualification i.e. Degree or Diploma in nursing qualification that allows registration with SANC as a Professional Nurse plus, A post basic nursing qualification (Orthopaedic / trauma nursing science) with a duration of at least 1 year accredited with the SANC in one of the specialities referred to above. Current registration with SANC as a General Nurse and Post basic –orthopaedic / trauma nursing care nursing science. A minimum of 4 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in General Nursing. A post basic nursing qualification (Orthopaedic /trauma nursing science) with a duration of at least 1 year accredited with the SANC in one of the specialities referred to above. **Grade 2:** A minimum of 14 years appropriate/recognizable experience in nursing after registration as a professional nurse with SANC in General nursing. At least 10 years of the period referred to above must be appropriate/recognizable experience in the specific speciality after obtaining 1 year post basic qualification in Orthopaedic /Trauma nursing science). Senior certificate / Grade 12 or equivalent qualification plus Basic R425 qualification i.e. Degree or Diploma in nursing qualification that allows registration with SANC as Professional Nurse plus A post basic nursing qualification (Midwifery and Neonatal Nursing Science) with duration of 1 year. Current registration with SANC as a General Nurse. Persons in possession of foreign qualification must attach an evaluation certificate from the South Africa Qualification Authority (SAQA). A minimum of fourteen (14) years appropriate / recognisable experience in nursing after registration as a Professional Nurse with the SANC in general nursing. A minimum of ten (10) years' experience after obtaining the post basic qualification. Knowledge, Skills, Training and Competencies Required: Knowledge of nursing care and processes and procedures. Basic knowledge of public service regulations. Disciplinary code human resources policies, hospital generic and specific policies. Leadership and supervisory skills. Team building and cross cultural awareness. Good communication and interpersonal skills.
- DUTIES** : Provide holistic nursing care to patients in a speciality unit in a cost effective, efficient and equitable manner. Assist in planning / organising and monitoring of the objective of the specialised unit in consultation with subordinates. Provide direct and indirect supervision of all nursing staff /housekeeping staff and give guidance. Execute duties and functions with proficiency within prescript of applicable legislation. Provision of quality patient care through setting of standards, policies and procedures. Participate in quality improvement programmes and clinical audits. Uphold Batho Pele and patient's

rights principles. Provide safe, therapeutic environment as laid down by the Nursing Act. Maintain accurate and complete patient's records according to legal requirements. Exercise control over discipline, grievance and labour relations issues. Manage and supervise effective utilization of all resources e.g. Human, Finance and material. Implementation and management of infection control and prevention protocols. Maintain clinical, professional and ethical standards. Assist Operational Manager with overall management and necessary support for effective functioning.

ENQUIRIES : Mr. GTD Mthethwa Tel No: (031) 502 1719, ext. 2015
APPLICATIONS : Please forward application quoting the reference number to the Human Resource Office, Mahatma Gandhi Memorial Hospital, Private Bag X13, Mount Edgecombe, 4300 or Hand Delivered can be submitted to Human Resources.

FOR ATTENTION : Mr E.S Gwala
NOTE : The following documents must be submitted: Applicants must utilize the most recent Z83 application form for employment obtainable from any government department or from the website-www.kznhealth.gov.za. Applicants are required to complete and submit Z83 Form 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. Applicants are NOT required to submit copies of qualifications and other relevant documents on application but must submit the Z83 form and detailed curriculum vitae (CV). The certified copies of qualifications 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. The reference number of the post must be indicated in the column provided on the Z83 application form e.g. MGMH01/2024. Faxed / emailed applications will not be considered. N.B: failure to comply with the above instructions will disqualify applicants. Applicants are advised that due to a number of applications anticipated, individual applications will not be acknowledged. Should you not receive a Response within six (6) weeks after the closing date the application must be considered unsuccessful. People with disability should feel free to apply. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representativity in all levels of all occupational classes of the department. S & T and Resettlement will not be paid to the eligible candidates due departmental budgetary constraints.

CLOSING DATE : 25 March 2024

POST 09/74 : **CLINICAL LECTURER GRADE 1/2 REF NO: HGNC 14/2024 (X1 POST)**

SALARY : Grade 1: R431 265 – R497 193 per annum
 Grade 2: R528 696 – R683 838 per annum
 Other benefits: 13th Cheque, 8% Inhospitable Area Allowance, Housing Allowance and Medical Aid: Optional (Employee must meet Prescribed Requirements)

CENTRE : Harry Gwala Nursing Campus
REQUIREMENTS : Senior Certificate/Grade 12 Plus A Diploma / Degree in Nursing or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse, Post basic qualification in Nursing Education and Nursing Administration registered with the SANC Science and Midwifery or equivalent qualification that allows registration with SANC as a Professional Nurse. Experience: **Grade 1:** A minimum of 4 years appropriate/recognizable Nursing experience after registration as Professional Nurse with the SANC in General Nursing or **Grade 2:** 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 in Nursing Education after obtaining the 1 year post-basic qualification in Nursing Education. In-depth knowledge of Emergency Nursing Science. Possess knowledge of the relevant legislations, Acts, Prescripts and Policy Frameworks within the area of operation. Have excellent communication skills (written and verbal) and presentation skills. In-depth knowledge of Nursing Education programmes and curriculum development. Proficiency in teaching and assessment in Nursing Education including evaluation approaches. Knowledge of policy development, interpretation, implementation, monitoring and evaluation. Sound conflict management and decision making/problem solving skills. Willingness to travel. Good research and analytical skills. Computer literacy. Recommendations: Postgraduate Diploma, Master's Degree, Basic Computer Literacy.

DUTIES : Provide effective and efficient clinical education and training of student nurses. Develop/design, review and evaluate clinical evaluation tools. Coordinate clinical learning exposure of student nurses between the campus and clinical area. Implement assessment strategies to determine student nurses competencies. Implement creative and innovative teaching strategies to stimulate learning. Endure efficient documentation of all aspects of learners' training. Implement quality assurance policies with relevance to Nursing Education. Coordinates the implementation of R635 programme including teaching and learning and assessment of R171 and R425 programmes. Develops and ensure implementation of quality assurance programmes. Exercise control over student nurses. Implement the quality management system for the nursing Education institution. Implement the new nursing programmes in line with the SANC and CHE regulations. Participate in the provisioning of Continuous Professional Development (CPD) activities at the campus. Support the mission and promote the image of the college. Maintain all clinical records and reports of students.

ENQUIRIES : Mrs. R.T. Zondi Tel No: (033) 392 7653

APPLICATIONS : All applications to be posted to: The Chief Executive Officer, Harry Gwala Regional Hospital, Private Bag X509, Plessislaer, 3216 or hand delivered to the box main gate behind the security office.

FOR ATTENTION : Mr. T.C. Manyoni

NOTE : The following documents must be submitted: Application for Employment Form (Form Z.83), which is obtainable at any Government Department or from the website - www.kznhealth.gov.za. Comprehensive CV (with detailed experience) with full record of service, stating duties performed/performing and years of experience written in full e.g. 01/01/2024. Copies of Qualifications, Registration Certificates and drivers licence must not be submitted when applying for employment. Only shortlisted candidates will be requested to bring certified copies on or before the day of the interview. The Reference Number must be indicated in the column provided on the form Z.83. NB: Failure to comply with the above instructions will disqualify applicants. 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). Please note that 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 advertisement, please accept that your application was unsuccessful. Harry Gwala Regional Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within three months of the closing date of this advertisement, please accept that your application was unsuccessful. NB: Please ensure that your application reaches this office not later than 16h00 on weekdays. Employment Equity: Preference will be given to the following candidates as per Employment Equity target: All appointments will be made in accordance with the Employment Equity targets of the Hospital. People with disabilities are encouraged to apply

CLOSING DATE : 28 March 2024

POST 09/75 : **CLINICAL TECHNOLOGIST (GRADE 1-3) (RENAL UNIT/ICU/ANAESTHESIA) REF NO: MAD 04/2023 (X1 POST)**

SALARY : Grade 1: R359 622 - R408 201 per annum
Grade 2: R420 015 - R477 771 per annum
Grade 3: R491 676 - R595 251 per annum
12% In-Hospitable allowance, 13th cheque, Plus Medical Aid (Optional), Plus Housing Allowance, (Employee must meet prescribed conditions)

CENTRE : Madadeni Provincial Hospital

REQUIREMENTS : **Grade 1:** None after registration with HPCSA in respect of RSA qualify employees who performed community service, as required in South Africa. (1) year relevant experience after registration with the health Profession Council of South Africa in the relevant profession (where Applicable) in respect of foreign qualified employees, of whom it is not required to perform community service, as required in South Africa. **Grade 2:** Minimum of ten (10) year relevant experience after registration with HPCSA in the relevant profession

(where applicable) in the respect of RSA qualified employees who performed community service, as required in South Africa. Minimum of 11 years relevant experience after registration with the Health Professional Council of South Africa (HPCSA) in the relevant profession (where applicable) in respect of foreign qualified employees, of whom it is perform Community Service as required South Africa. **Grade 3:** Minimum of twenty (20) years relevant experience after registration with HPCSA in Relevant profession (where applicable) in respect of RSA qualifies employees who performed Community of South Africa. Minimum of 21 years relevant experience after registration with Health Professional Council of South Africa (HPCSA) in the relevant profession (where applicable) 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 required: -1-2 years relevant working experience. Experience in haemodialysis. Good organization skills. Good communication skills. Good interpersonal skills. Experience in working in a renal unit. Experience with working with ICU and Theatre equipment.

DUTIES : Execute duties and function with proficiency, in support of the vision, mission. Inform patients about nature of procedure and reason for performing the test. Maintain accurate records and statistics of patients attended to. Liaise with doctors and nursing staff with regards patients test results. Ensure that the department is clean, regularly serviced and well maintained. Participate in the teaching programme for all personnel within the department. Perform any other duties as instructed by the head of department. Exercise patient care and expertise when performing procedures. Uphold the principles of Batho-Pele, the patient's rights and responsibilities. Provide training and support in renal unit, critical care and anaesthesiology.

ENQUIRIES APPLICATIONS : Dr. X.F Nene Tel No: (034) 328 8007
: All applications should be posted to: The Recruitment Officer, Madadeni Hospital, Private Bag X6642, Newcastle, 2940.

FOR ATTENTION NOTE : The Recruitment Officer
: Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, Certified copies of ID, Highest educational qualification and other relevant documents will be requested for submission only from shortlisted candidates. The reference number must be indicated in the column provided on the form Z83 and on the back of the envelope, e.g. MAD 01/2016. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). 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 : 28 March 2024

POST 09/76 : **PROFESSIONAL NURSE (GENERAL WITH MIDWIFERY) REF NO: MBO 06/2024 (X5 POSTS)**
Component: Nursing
(HAST X1 Post, Medical X1 Post, Theatre X1 Post, Maternity X2 Posts)

SALARY : Grade 1: R293 670 - R337 860 per annum
Grade 2: R358 626 - R409 275 per annum
Grade 3: R431 265 - R497 193 per annum
Other benefits: Homeowner Allowance (prescribed requirements to be met), 13th Cheque, Rural Allowance 8% and Medical Aid (Optional)

CENTRE REQUIREMENTS : Mbongolwane District Hospital
: National Senior Certificate / Grade 12 / Standard 10. Diploma/ Degree in General Nursing and Midwifery. Current registration with SANC receipt as a General Nurse (2024). **Grade 1:** No experience required. **Grade 2:** A minimum of 10 years appropriate/recognize experience in Nursing after registration as

Professional Nurse with the SANC in General Nursing. **Grade 3:** A minimum of 20 years appropriate /recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing. Only shortlisted candidates will be required to submit proof of previous and current working experience endorsed by Supervisor and certificate of service endorsed and stamped by HR Office. Knowledge, Skills and Competencies: Knowledge of Nursing care processes and procedures, nursing statutes and other relevant legal frameworks. Nursing statutes and relevant legal framework. Good communication skills. Facilitation and coordination skills. Networking and problem solving skills. Information Management. Ability to formulate patient care related policies. Demonstrate understanding of Human Resource and Financial Management policies and procedures.

DUTIES

: Provide comprehensive quality nursing care to patients/clients in a cost-effective and efficient manner. Manage all resources within the unit effectively and efficiently to ensure optimum service delivery. Demonstrate compliance with Nursing Act and SANC regulations. 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 patients needs requirements and expectations (Batho Pele and patients' rights charter). Demonstrate effective communication with patients, supervisors and other clinicians includes report writing when required. Ensure compliance with all National, Provincial and professional prescripts/ legislation in the units. Participate in the analysis and formulation of nursing policies and procedures. Provide a safe therapeutic and hygiene environment. Work effectively and amicably with other employees/patients of diverse intellectual, cultural, racial or religious difference. Monitor and evaluate the care and management of all patients and ensure the maintenance of accurate and complete patient records. Implement plan of action in emergency situations according to protocols and guidelines. Conduct audits and implement quality improvement programme. Exercise control over discipline grievances and Labour Relation issue according to the laid down. Assist in preparation of ICRM and OHSC to maintain status and compliance. Ensure data collection, verification and submission according to Data management policies and guidelines.

**ENQUIRIES
APPLICATIONS**

: Mr. NM Mhlongo (AMN Medical and Surgical) Tel No: (035) 476 6242/ Ext 1011
: All applications should be forwarded to: The Human Resources Manager, Mbongolwane District Hospital, Private Bag X126, Kwa-Pett, 3820 or Hand Delivered to Mbongolwane District Hospital, Mbongolwane Reserve, Umlalazi, or E-mail to MbongolwaneHospital.HRJobApplication@kznhealth.gov.za NB: kindly indicate reference number of the post in subject line of an email.

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 accompanied by a detailed Curriculum Vitae. Therefore only shortlisted candidates will be required to submit certified document on or before the day of the interview following communication from HR. The Circular minute number must be indicated in the column (part A) provided therefore on the Z83 form. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Due to the large number of applications, receipt of applications will not be acknowledged. However, every applicant will be advanced of the outcome of his/her application, in due course. Please note that No Faxed, E-mailed or late applications will be accepted and considered. 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

: 25 March 2024

<u>POST 09/77</u>	:	<u>PROFESSIONAL NURSE REF NO: ELAND 01/ 2024 & DOUG 01/ 2024 (X2 POSTS)</u> Directorate: Dundee Provincial Hospital
<u>SALARY</u>	:	R293 670 – R337 860 per annum. 13th Cheque, Medical Aid (Optional) (Employee must meet prescribed requirements). Rural allowance (12% of basic salary)
<u>CENTRE REQUIREMENTS</u>	:	Dundee Provincial Hospital Std 10 certificate, Degree/National Diploma in General nursing that allow registration with SANC as Professional Nurse and a Midwife. Registration with SANC (2024). Previous and current work experience / certificate of service endorsed by Human Resource Department. Please note: Only shortlisted candidates will be required to submit proof of documents as requirements. Valid Driver's license EB (Codes8) or C1 (Code10). Knowledge, Skills and Competencies Required: Understanding of nursing legislation related legal ethical nursing practices. Good communicating skills. Knowledge on nursing processes and procedures, nursing statutes and other relevant legal framework. Interpersonal skills including public relations, negotiating, conflict handling and counselling skills.
<u>DUTIES</u>	:	Performance of basic clinic nursing practice in accordance with the scope of practice and standards as determined by relevant health facility. Provide nursing care including integrated primary prevention strategies and management of TB/HIV, COVID-19, NCDs, MCWH and Mental health screening at community and household levels. Utilize equipment proficiently and promote its use and safe keeping. Demonstrate basic understanding of nursing legislation related legal and ethical nursing practice. Ensure accurate management of data and safe keeping of patients' records. Provision of community based oriented primary care services at household and community level. Follow up on immunization to identify missed opportunities and catch-up. Support Operation Sukuma Sakhe activities. Conduct interventions at household level. Screening of TB/HIV and other non-communicable diseases.
<u>ENQUIRIES APPLICATIONS</u>	:	Mrs I.D Khumalo Tel No: (034) 212 1111, ext. 259 Applications should be delivered to: KwaZulu-Natal Department of Health, Dundee Provincial Hospital, 121 McKenzie Street, Dundee, 3000 Postal Address Dundee Provincial Hospital, Private Bag X2011, Dundee, 3000.
<u>NOTE</u>	:	Application for the attached advertised posts must be submitted on the most recent Z83 application for employment form obtainable from any Public Service Department or from www.dpsa.gov.za . Applicants are required to submit a detailed Curriculum Vitae and Z83 form only. Only shortlisted candidates will be required to submit certified copies of all educational qualifications including Senior (Matric) Certificate and supporting documents (identity documents, Driver's License, Certificate of service endorsed by HR as a proof of experience etc.) on or before the day of the interview. The reference number must be indicated in the column provided on form Z83, e.g. Reference Number (CLIN 01/2023). Failure to comply with the above instructions will disqualify the applicants. It is the shortlisted applicant's responsibility to have a foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation when shortlisted and invited for an interview. Failure to comply will result in the shortlisted applicant being disqualified. Please note that due to a large number of applications received, applications will not be acknowledged, however, only the short-listed applicants will be advised of the outcome. This institution is an equal opportunity, affirmative action employer, whose aim is to promote representatively at all levels of different Occupational categories in the institution and Persons with disabilities should feel free to apply for the post/s. Due to budgetary constraints, shortlisted candidates will not be entitled to any S&T and Resettlement (relocation) payment. Accommodation will only be allocated when it is available otherwise successful candidates must arrange their private accommodation prior to assumption of duty. No interim accommodation in a form of Bed and Breakfast or Hotel Accommodation will be offered. Employment equity target is African Male.
<u>CLOSING DATE</u>	:	28 March 2024

DEPARTMENT OF TREASURY

The KwaZulu-Natal Department of Provincial Treasury is an equal opportunity, affirmative action employer and preference will be given to previously disadvantaged groups.

OTHER POSTS

POST 09/78 : **DEPUTY DIRECTOR: ORGANIZATIONAL DEVELOPMENT SERVICE REF NO: KZNPT 24/32**

SALARY : R811 560 per annum, (all-inclusive package)
CENTRE : KZN Provincial Treasury, Pietermaritzburg
REQUIREMENTS : A 3 year NQF Level 6 National Diploma or higher qualification in Production Management/ operations Management. Organizational and Work study, Management Services plus a certificate in Job Evaluation. A minimum of 3 years' junior management experience specific to organizational efficiency services e.g. Organizational design, Job evaluation, Business process management. A valid driver's license. People with disabilities without valid driver's licenses will be assisted by the department to meet work related travel obligations. Skills, Knowledge and Competencies: In depth knowledge of the organizational Design, Job Evaluation, Job Descriptions, Business Management and Organizational Functionality Assessment as well as related prescripts, In depth knowledge of the organizational design, job evaluation, job descriptions and Business Process Management as well as related prescripts. In depth knowledge of Evaluate, Working knowledge of OrgPlus, Visio or WinOrg. Knowledge of PERSAL, Constitution OF South Africa, understanding of the Public Service Act, Public Service Regulations. Knowledge of the Public Finance Management Act and Treasury Regulations. Employee Performance and Management System. Project Management Principles. Service Delivery Framework. Ministerial Guide. Computer literacy. Good verbal and written communication. Strong leadership skills and qualities. Project leadership, planning and management. Good inter-personal relations. Problem solving. Analytical. Presentation. Innovation and creativity. Policy development and research skills. Facilitation. Chairing of meetings. Conflict management. Financial management skills. Organizational skills. Report writing. Change management skills. Decision making skill. Risk management and strategic planning skill.

DUTIES : Oversee and conduct organization and post establishment investigations to ensure that the departments organization and post establishment is aligned to the directives from DPISA, departmental strategic and service delivery plan. Oversee the job evaluation processes and conduct job analysis on departmental posts e.g. mandatory, management and individual request for the evaluation of posts or group of posts. Oversee and compile job description for newly defined and newly created posts in terms of the reviewed or re-aligned organization and post establishment structure and assist with the review of existing job descriptions. Manage the implementation of Operations Management Framework (OMF) in the Department. Facilitate the development and the implementation of the departmental Service Delivery Improvement Plan and change management. Develop, implement and review policies, procedure manuals, guidelines and provide advice and guidance. Manage resources of the Sub-Directorate

ENQUIRIES : Ms. T Mgujulwa Tel No: (033) 897 4211
APPLICATIONS : KwaZulu-Natal Provincial Treasury, P O Box 3613, Pietermaritzburg, 3200 or 145 Chief Albert Luthuli Road, Pietermaritzburg, 3200.

FOR ATTENTION : Ms SL Ngema
NOTE : The new Z83 form must be used effective 1st January 2021 and can be downloaded at www.dpsa.gov.za-vacancies. The Z83 must be accompanied by a comprehensive Curriculum Vitae. Only shortlisted applicants will be contacted and requested to submit their supporting documents. The Department will also conduct reference checks with HR of current /previous employer(s) beside the references provided on CV. Candidates will be subjected security screening and a technical assessment. Under no circumstances will be faxed, emailed and late applications be accepted. The Department discourages applications that are registered and will not be held responsible for applications sent via registered mail which are not collected from the post office. It is the responsibility of the applicant to ensure that the application reaches the Department timeously. Should you not hear from the Department within 3 months of the closing date, please regard your application

as unsuccessful. Regrettably, due to excessive budget cuts, the department is not in a position to meet any travel and subsistence costs relating to recruitment processes, or relocation and resettlement costs for successful candidates. Preferences: African Males, African Females and people with disabilities who meet the requirements.

- CLOSING DATE** : 28 March 2024
- POST 09/79** : **DEPUTY DIRECTOR: TRANSVERSAL FUNCTIONAL SUPPORT SYSTEMS SERVICES REF NO: KZNPT 24/33**
- SALARY CENTRE REQUIREMENTS** : R811 560 per annum, (all-inclusive package)
: KZN Provincial Treasury, Pietermaritzburg
: A 3 year NQF level 6 or higher qualification in Financial Management/SCM/Public Administration/Management/Related courses. A minimum of 3 years' junior management experience in a government financial systems environment. A valid driver's license. People with disabilities without valid driver's licenses will be assisted by the department to meet work related travel obligations. Skills, Knowledge and Competencies: Knowledge of BAS/LOGIS/HARDCAT and relevant prescripts. National Treasury circulars. Treasury Regulations. Financial Regulations. Public Finance Management Act (PFMA). Basic knowledge of integrated systems used by government in the province. Project Management methodologies. Information Security Regulation of Interception of Communications and Provision of communication related information Act (Information Act). Project management skills. Presentation skills. Policy analysis and development. Self-disciplined and ability to work under pressure with minimum supervision. People management. Ability to interpret written and technical specification documents. Ability to work well with a team.
- DUTIES** : Manage the provisioning of BAS and HARDCAT and any other future financial systems functional support services. Manage facilitation of BAS and HARDCAT and any other future Financial Systems training. Facilitate the development of BAS and HARDCAT and any other future Financial Systems policies, procedures manuals and best practices. Provide advice and guidance in terms of BAS and HARDCAT and any other future Financial Systems. Management of all resources allocated to the sub-directorate.
- ENQUIRIES APPLICATIONS** : Mr K Mqadi Tel No: (033) 897 4585
: KwaZulu-Natal Provincial Treasury, P O Box 3613, Pietermaritzburg, 3200 or 145 Chief Albert Luthuli Road, Pietermaritzburg, 3200.
- FOR ATTENTION NOTE** : Ms SL Ngema
: The new Z83 form must be used effective 1st January 2021 and can be downloaded at www.dpsa.gov.za-vacancies. The Z83 must be accompanied by a comprehensive Curriculum Vitae. Only shortlisted applicants will be contacted and requested to submit their supporting documents. The Department will also conduct reference checks with HR of current /previous employer(s) beside the references provided on CV. Candidates will be subjected security screening and a technical assessment. Under no circumstances will be faxed, emailed and late applications be accepted. The Department discourages applications that are registered and will not be held responsible for applications sent via registered mail which are not collected from the post office. It is the responsibility of the applicant to ensure that the application reaches the Department timeously. Should you not hear from the Department within 3 months of the closing date, please regard your application as unsuccessful. Regrettably, due to excessive budget cuts, the department is not in a position to meet any travel and subsistence costs relating to recruitment processes, or relocation and resettlement costs for successful candidates. Preferences: African Males, African Females and people with disabilities who meet the requirements.
- CLOSING DATE** : 28 March 2024
- POST 09/80** : **PROVINCIAL BUDGET ANALYST REF NO: KZN PT 24/36**
- SALARY CENTRE REQUIREMENTS** : R811 560 per annum, (all-inclusive)
: KZN Provincial Treasury, Pietermaritzburg
: An NQF Level 7 qualification or higher in Economics, Public Finance or related field. A minimum of 3 years' experience in Public Finance environment. A valid driver's license. People with disabilities without valid driver's license will be assisted by the department to meet work related travel obligations. Skills,

Knowledge and Competencies: knowledge of applicable national and provincial policies and legislation is required, including Public Finance Management Act and Treasury Regulations. Division of Revenue Act. Provincial Exchequer Act. Public Service Regulatory Framework. Public Finance Management – Best practices. National Treasury Guideline documents. South Africa’s fiscal and monetary policy. Provincial policy priorities. Performance budgeting – best practices and guidelines. Vulindlela. Budget formulation. Basic Accounting System (BAS) and Standard Chart of Accounts (SCOA). In-Year-Monitoring (IYM). Legislation applicable to allocated departments. Political and socio-economic environment surrounding allocated departments.

DUTIES : Analyse expenditure trends against budget (In-year monitoring) and/or compile and submit IYM reports, quarterly budget performance report, annual close-out report, as well as provide input into the provincial Executive Council memorandum on budget performance. Prepare the Adjustments Estimate chapter for relevant department (s) and/or public entity. Contribute towards the Budget process by drafting input into the annual Treasury guideline document and assist in the preparation for budget process workshop. Contribute towards the preparation of the appropriation Bill, the Main Budget Estimates of Provincial Revenue and Expenditure (EPRE), the printer’s proof, and overview of Provincial Revenue. Monitor and assess compliance to PFMA.

ENQUIRIES : Ms. L Curtis Tel No: (033) 897 4305
APPLICATIONS : KwaZulu-Natal Provincial Treasury, P O Box 3613, Pietermaritzburg, 3200 or 145 Chief Albert Luthuli Road, Pietermaritzburg, 3200.

FOR ATTENTION : Ms Z Ndelela
NOTE : The new Z83 form must be used effective 1st January 2021 and can be downloaded at www.dpsa.gov.za-vacancies. Only Z83 must be accompanied by a comprehensive Curriculum Vitae on application. Only shortlisted applicants will be contacted and requested to submit their supporting documents. The Department will also conduct reference checks with HR of current /previous employer(s) beside the references provided on CV. Candidates will be subjected security screening and a technical assessment. Under no circumstances will be faxed, emailed and late applications be accepted. The Department discourages applications that are registered and will not be held responsible for applications sent via registered mail which are not collected from the post office. It is the responsibility of the applicant to ensure that the application reaches the Department timeously. Should you not hear from the Department within 3 months of the closing date, please regard your application as unsuccessful. Regrettably, due to excessive budget cuts, the department is not in a position to meet any travel and subsistence costs relating to recruitment processes, or relocation and resettlement costs for successful candidates. Preferences: African Males, African Females and people with disabilities who meet the requirements.

CLOSING DATE : 28 March 2024

POST 09/81 : **ASSISTANT DIRECTOR: TRANSVERSAL CONTRACT MANAGEMENT**
REF NO: KZN PT 24/40 (X2 POSTS)

SALARY : R424 104 per annum, (a remuneration package)
CENTRE : KZN Provincial Treasury, Pietermaritzburg
REQUIREMENTS : An NQF Level 7 or higher qualification in SCM / Financial Management, Law or Commerce. A minimum of 3 years’ experience in a contract management environment. A valid driver’s license. People with disabilities without valid driver’s license will be assisted by the department to meet work related travel obligations. Skills, Knowledge and Competencies: Public Finance Management Act (PFMA). Municipal Finance Management Act (MFMA). Preferential Procurement Policy Framework Act and Regulations, National Treasury practice notes. Public Service Regulatory Framework. Broad Based Black Economic Empowerment Act (BBBEE). BEE Code of Good Practice. Law of contract, internal control and risk management. Computer literacy. Presentation skills. Interpersonal relations. Analytical and quantitative skills. Interpretation of legislation. Policy analysis. Decision making skills. Report writing skills. Conflict management. Legal drafting. Problem solving. Task/time management skills.

DUTIES : Ensure provisioning of advice and guidance on SCM contracts and agreements. Monitor and evaluate compliance i.t.o. SCM contracts and agreements. Manage the development and maintenance of an electronic

		database of all SCM contracts and agreements for the province. Facilitate the compilation of management reports on SCM contracts and agreements. Monitor the development of policies, procedure manuals and practice notes i.t.o. contract management/administration. Management of all resources allocated to the Unit.
<u>ENQUIRIES</u>	:	Ms. N Kubheka Tel No: (033) 897 4407
<u>APPLICATIONS</u>	:	KwaZulu-Natal Provincial Treasury, P O Box 3613, Pietermaritzburg, 3200 or 145 Chief Albert Luthuli Road, Pietermaritzburg, 3200
<u>FOR ATTENTION</u>	:	Ms Z Ndlela
<u>NOTE</u>	:	The new Z83 form must be used effective 1st January 2021 and can be downloaded at www.dpsa.gov.za-vacancies . Only Z83 must be accompanied by a comprehensive Curriculum Vitae on application. Only shortlisted applicants will be contacted and requested to submit their supporting documents. The Department will also conduct reference checks with HR of current /previous employer(s) beside the references provided on CV. Candidates will be subjected security screening and a technical assessment. Under no circumstances will be faxed, emailed and late applications be accepted. The Department discourages applications that are registered and will not be held responsible for applications sent via registered mail which are not collected from the post office. It is the responsibility of the applicant to ensure that the application reaches the Department timeously. Should you not hear from the Department within 3 months of the closing date, please regard your application as unsuccessful. Regrettably, due to excessive budget cuts, the department is not in a position to meet any travel and subsistence costs relating to recruitment processes, or relocation and resettlement costs for successful candidates. Preferences: African Males, African Females and people with disabilities who meet the requirements.
<u>CLOSING DATE</u>	:	28 March 2024
<u>POST 09/82</u>	:	<u>ASSISTANT DIRECTOR: EXPENDITURE CONTROL SERVICES REF NO: KZNPT 24/24</u>
<u>SALARY</u>	:	R424 104 per annum
<u>CENTRE</u>	:	KZN Provincial Treasury, Pietermaritzburg
<u>REQUIREMENTS</u>	:	A 3 year NQF level 7 Degree or higher qualification in Financial Accounting/Management Accounting. A minimum of 3 years' experience in the relevant field. Skills, Knowledge and Competencies: Knowledge of preferential procurement policy framework act (PPPFA). Basic Accounting systems (BAS). Knowledge of PERSAL. Sound knowledge of Service Delivery Principles (Batho Pele). Public Finance Management Act. Treasury Regulations. Public Service Regulations, Provincial Treasury Practice Notes, Supply Chain Management. KZN Supply Chain Policy Framework, SCM practice notes, PFMA and Treasury Regulations, Preferential Regulation of 2011, Numeric and mathematical accuracy, Communications. Planning, Analytical, Problem solving, Interpersonal relations, Computer literacy, Negotiation, Supervisory, Report writing, Presentation, Policy analysis and development.
<u>DUTIES</u>	:	Ensure the administration of departmental payments, oversee the administration of the suspense accounts. Ensure administration of departmental payroll system. Ensure administration of departmental payroll system. Ensure the development and implementation of departmental policies and procedures. Manage resources of the Unit.
<u>ENQUIRIES</u>	:	Mr IT Ndlovu Tel No: (033) 897 4460
<u>APPLICATIONS</u>	:	KwaZulu-Natal Provincial Treasury, P O Box 3613, Pietermaritzburg, 3200 or 145 Chief Albert Luthuli Road, Pietermaritzburg, 3200.
<u>FOR ATTENTION</u>	:	Ms SL Ngema
<u>NOTE</u>	:	The new Z83 form must be used effective 1st January 2021 and can be downloaded at www.dpsa.gov.za-vacancies . The Z83 must be accompanied by a comprehensive Curriculum Vitae. Only shortlisted applicants will be contacted and requested to submit their supporting documents. The Department will also conduct reference checks with HR of current /previous employer(s) beside the references provided on CV. Candidates will be subjected security screening and a technical assessment. Under no circumstances will be faxed, emailed and late applications be accepted. The Department discourages applications that are registered and will not be held responsible for applications sent via registered mail which are not collected from the post office. It is the responsibility of the applicant to ensure that the application reaches the Department timeously. Should you not hear from the

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CLOSING DATE

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28 March 2024