

**PROVINCIAL ADMINISTRATION: KWAZULU-NATAL
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT**

The Department of Agriculture and Rural Development is an equal opportunity, affirmative action employer and is committed to the promotion of diversity and equity in employment. Women and people living with disabilities are highly encouraged to apply. The Department of Agriculture and Rural Development reserves the right not to fill any advertised post. Invited candidates will attend interviews at their own cost due to budgetary constraints.

<u>APPLICATIONS</u>	:	Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs . Applications submitted electronically will be taken as a final application and may not be amended or supplemented in any way after the closing date indicated in the advertisement. All applications must be addressed to the Head of Department and may be hand delivered or couriered to 4 Pin Oak Avenue, Hilton, 3245.
<u>CLOSING DATE</u>	:	28 September 2026
<u>NOTE</u>	:	Applicants using the manual application process must submit their applications on the prescribed form Z83 (Please use the New Z83 Form which is effective from 01 January 2021) obtainable from any Public Service Department or at www.dpsa.gov.za and all applications must be accompanied by a comprehensive CV. Applicants must ensure that the Z83 application form is completed in full, duly signed and initialled, as failure to do so may lead to disqualification of the application during the selection process. Only shortlisted candidates will be required to submit certified copies of qualifications and other related/supporting documents on or before the day of the interview following the communication from Human Resources. Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs . It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). No late applications will be accepted. Failure to comply with the above instructions will result in the disqualification of your application. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) most suitable SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful.

MANAGEMENT ECHELON

<u>POST 33/130</u>	:	<u>DISTRICT DIRECTOR REF NO: SSC23/2026 (X2 POSTS)</u>
<u>SALARY</u>	:	R1 317 384 per annum (Level 13), (all-inclusive salary SMS package) is payable to the successful candidate subject to the signing of a mutually agreed performance agreement within one month of assumption of duty. The successful candidate will be subjected to security clearance and is required to disclose financial interest. Appointments will be subject to submission of the pre-entry certificate into the SMS obtainable from the National School of Government.
<u>CENTRE</u>	:	uMzinyathi District (X1 Post) ILembe District (X1 Post)
<u>REQUIREMENTS</u>	:	An NQF level 07 qualification in Agriculture and a valid driver's licence. Experience: 5 years of experience at a middle/senior managerial level. Knowledge: RSA Constitution, White Paper on Agriculture for KZN, Norms and Standards for Extension and Advisory Services, KwaZulu-Natal Agricultural Development Policy, National Policy on Comprehensive Producer Development Support, Agricultural Extension and Advisory Principles, Scientific Agricultural Production Methods, Agriculture and Agro-Processing Master Plan (AAMP), Provincial Growth and Development Plan, Public Service Act, Public Service Regulations, Public Finance Management Act, Labour Relations Act, Employee Performance and Management System, Community Development, Public Participation, Community Outreach, Project Management Principles, Social Dynamics of KZN Communities, Service Delivery

	Frameworks and Treasury Regulations. Skills: Language, listening, presentation, interpersonal relations, computer, strategic planning, organizational, research, leadership, facilitation, project management, financial management, time management, report writing, problem solving, communication, conflict management, change management, be self-disciplined and have the ability to work under pressure with minimum supervision, people management, analytical thinking and decision making.
<u>DUTIES</u>	: Manage the provision of Agricultural Extension and Advisory Services. Manage district agricultural projects. Manage the provision of all agricultural specific interventions and engineering support. Contribute to the development and implementation of policies. Manage the provision of administration support to the district (including the support to Animal Health institutions (Veterinarian Services) operating within the district boundaries. Manage the resources of the Directorate.
<u>ENQUIRIES</u>	: Mr LL Jongisa Tel No: (033) 343 8290

DEPARTMENT OF COMMUNITY SAFETY AND LIAISON

<u>APPLICATIONS</u>	: With the implementation of the online recruitment system, applicants for any vacant post within the Province of KwaZulu-Natal may apply for a post in the following ways: -a) via the S'thesha Waya Waya - KZN Online recruitment portal at (https://www.eservices.gov.za) or b) by submitting by post their Z83 and CV directly to the department to The Head: Community Safety and Liaison, Human Resource Management, Private Bag, X 9143, Pietermaritzburg, 3200, or hand delivered to 179 Jabu Ndlovu Street, Pietermaritzburg.
<u>FOR ATTENTION</u>	: Ms. Z.R Bekwa
<u>CLOSING DATE</u>	: 28 September 2026
<u>NOTE</u>	: Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed curriculum vitae (Only shortlisted candidates will be required to submit certified qualifications, all non-SA citizens must submit a copy of proof of permanent residence in South Africa on or before the day of the interviews). Foreign qualifications must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. For SMS posts, all shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. Prior to appointment, a candidate will be required to complete the Nyukela Programme: Pre-entry Certificate to Senior Management Services which is an online course offered by the National School of Government (NSG). The course is under the name Certificate for entry into the SMS and the full details can be sourced from the following link: https://www.thensg.gov.za/training-course/sms-pre-entry-programme . The successful candidate will be required to complete such prior to appointment. All personal data on applications will be dealt with in terms of the provisions of the Protection of Personal Information Act, 2013. The Department reserves the right not to fill and/or make an appointment to any of the advertised posts and to use other recruitment processes to fill these posts should it choose to do so.

MANAGEMENT ECHELON

<u>POST 33/131</u>	: <u>DIRECTOR: ETHEKWINI REGION REF NO: CSL13/2026</u>
<u>SALARY</u>	: R1 317 384 per annum, (an all-inclusive remuneration package) is payable to the successful candidate. The package includes a basic salary (70 % of package) and a flexible portion (30% of package) that may be structured in terms of the applicable rules. The successful candidate will be subject to security clearance and the signing of a performance agreement within three months of appointment.
<u>CENTRE</u>	: Durban
<u>REQUIREMENTS</u>	: A Degree (NQF level 7 or higher) in Social Science / Police Science / Criminology or relevant equivalent qualification coupled with a minimum of 5

years' middle / senior management experience in Criminal Justice environment. A valid driver's license Code B. Nyukela SMS Pre-entry certificate submitted prior to appointment. Applicants must be prepared to work extended hours. The successful candidate must have knowledge of the Constitution of RSA, 1996, Knowledge of public service Act and regulations, PFMA, South African Police Act, 1995, National Crime Prevention Strategy, 1996, KZN Commissions Act, 1999, Domestic Violence Act, 1998, Child Care Act, 1983, Criminal Procedure Act, 1977, Employment Equity Act, 1998, Skills Development Act, 1998, Promotion of Administrative Justice Act, 2000, Promotions of Access to Information Act, 2000, Electronic Communications & Transactions Act, 2002, State Information Technology Agency Act, 1999, National Youth Development Agency Act, 2008, Civilian Secretariat for Police Service Act, 2011, Fleet management, Labour Relations Act, 1995, Communication and protocol, Communication skills, Project management skills Community Development, Report writing skills, Computer and Financial Management skills.

DUTIES : To provide strategic direction and coordination in the Region. Manage and promote crime prevention and partnerships. Ensure the monitoring and evaluation of police performance in the region. Ensure the development and implementation of integrated and costed Annual Police Service Delivery Plan for the Region and outreach areas. Manage the development, evaluation and review of regional community safety models, initiatives and monitoring tools. Ensure effective management of resources for the Directorate.

ENQUIRIES : Mr. N.D Mchunu Tel No: (033) 341 9300

OTHER POSTS

POST 33/132 : **ASSISTANT DIRECTOR: CRIME PREVENTION AND PARTNERSHIPS:**
AMAJUBA REF NO: CSL14/2026

SALARY : R605 742 per annum (Level 10)
CENTRE : Newcastle
REQUIREMENTS : A 3-year National Diploma (NQF level 6 or higher) in Social Sciences / Police science or relevant equivalent qualification recognized by SAQA, together with a minimum of 3 years' experience in Crime Prevention and Partnerships environment. A valid driver's license. Applicants must be prepared to work extended hours. The successful candidate must have knowledge of the Constitution, Public Service Act and Regulations, PFMA, Civilian Oversight Act, SAPS Act, Knowledge of Domestic Violence Act, Project Management, Crime Prevention Policies, Communication skills, Project management skills, Report writing skills, Computer skills, Financial Management skills, Conflict Resolution skills.

DUTIES : To promote community police relations and community safety structures. Implement safety models and initiatives for the district. Develop and maintain community policing forums, community safety forums and community crime prevention partnerships and associations. Implement community safety models and initiatives in the district. Strengthen partnership with the Civil Society Organisations in the prevention and management of crime prevention in the district. Coordinate inter-departmental partnerships to implement interventions in policing priorities.

ENQUIRIES : Ms. A. Ncapayi Tel No: (033) 341 9300

POST 33/133 : **ASSISTANT DIRECTOR: CRIME PREVENTION AND PARTNERSHIPS:**
ILEMBE REF NO: CSL15/2026

SALARY : R605 742 per annum (Level 10)
CENTRE : Stanger
REQUIREMENTS : A 3-year National Diploma (NQF level 6 or higher) in Social Sciences / Police science or relevant equivalent qualification recognized by SAQA, together with a minimum of 3 years' experience in Crime Prevention and Partnerships environment. A valid driver's license. Applicants must be prepared to work extended hours. The successful candidate must have knowledge of the Constitution, Public Service Act and Regulations, PFMA, Civilian Oversight Act, SAPS Act, Knowledge of Domestic Violence Act, Project Management, Crime Prevention Policies, Communication skills, Project management skills, Report writing skills, Computer skills, Financial Management skills, Conflict Resolution skills.

<u>DUTIES</u>	:	To promote community police relations and community safety structures. Implement safety models and initiatives for the district. Develop and maintain community policing forums, community safety forums and community crime prevention partnerships and associations. Implement community safety models and initiatives in the district. Strengthen partnership with the Civil Society Organisations in the prevention and management of crime prevention in the district. Coordinate inter-departmental partnerships to implement interventions in policing priorities.
<u>ENQUIRIES</u>	:	Ms. B.G Mbili Tel No: (033) 341 9300
<u>POST 33/134</u>	:	<u>ADMINISTRATION CLERK: ASSET MANAGEMENT AND LOGISTICS REF NO: CSL16/2026</u>
<u>SALARY</u>	:	R237 453 per annum (Level 05)
<u>CENTRE</u>	:	Pietermaritzburg
<u>REQUIREMENTS</u>	:	Senior Certificate or equivalent. Knowledge of Asset Management Framework, Treasury Regulations, Provincial SCM Practice Notes, Supply Chain Management System, Public Finance Management Act, Hardcat and BAS. Computer literate, Good inter-personal relations, Good verbal and written communication skills. Possession of a post-matric qualification in Supply Chain Management / Finance or in any other relevant field would be an added advantage.
<u>DUTIES</u>	:	To render assets and logistical support services. Develop the data base for assets. Provide advice to management on the state of assets. Provide advice on replenishment of assets. Control receiving of assets.
<u>ENQUIRIES</u>	:	Ms. N.B Jamile Tel No: (033) 341 9300

DEPARTMENT OF HEALTH

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

MANAGEMENT ECHELON

<u>POST 33/135</u>	:	<u>CHIEF DIRECTOR REF NO: G47/2026</u> Cluster: District Health Services
<u>SALARY</u>	:	R1 554 696 per annum (Level 14), (an all-inclusive salary package)
<u>CENTRE</u>	:	eThekweni Health District
<u>REQUIREMENTS</u>	:	NQF level 7) in Health; Plus degree or diploma in health management or Degree/diploma in general management. Plus A minimum of Five (5) years' experience in senior management Plus Unendorsed valid driver's license. Proof of Computer literacy with proficiency in Microsoft software applications. Additional Information: An undergraduate qualification (NQF level 7) in Clinical Health Science; Current registration with the relevant health professional body; Experience in primary health care and district health system. Post-graduate qualification in Public Health/master's in business management. Project Management. Knowledge, Skills, Training and Competencies Required: The incumbent of this post will report to the Chief Director: District Health Services: Head Office and will be responsible to ensure and account for the delivery of integrated, effective and efficient health service at all levels of care based on the Primary Health Care approach through the District Health System within EThekweni District. The ideal candidates must: Possess a clear understanding of the challenges facing the public health sector due to poverty, resource limitations and opportunistic diseases such as TB, HIV and AIDS. Have the ability to analyse and interpret complex management data and information to inform decision-making and alignment processes timeously. Have the ability to develop innovative solutions for complex health and other service delivery management problems. Possess strong leadership to:- ensure buy-in/support of other organs of state and external stakeholders to accomplish deliverables identified in the Annual Performance Plans of the District. Provide strategic direction to Institutions. Mediate processes for the allocation of resources to Institutions. Build a highly effective and efficient health service delivery team in the District; and reason/present/negotiate the case of the District at departmental management and planning fora. Have the ability to assess and manage the performance of the District Health System and directly supervise staff. Have the ability to interact effectively and efficiently with a wide range of stakeholders. Have the ability to turn around negative audit findings in the

district to be a positive one. Possess a good Knowledge and understanding of universal health coverage. Possess a clear understanding of risk and other management processes and the application thereof to ensure that the decentralised management model of the department is performing optimally. Possess knowledge of the governance framework and legislative imperatives set for the area of operation. Be computer literate with a proficiency in MS Office Software applications.

DUTIES

: Based on relevant policy imperatives, provide strategic leadership and ensure the development, implementation, monitoring and evaluation of an Annual District Health Services Delivery Plan. Account in terms of planned initiatives for the delivery of health services in Ethekwini District. Coordinate and facilitate processes to prioritise health service delivery initiatives and the allocation of concomitant resources amongst health facilities in Ethekwini District, whilst promoting service delivery equity. Monitor and evaluate health service delivery within in Ethekwini District, identify high risk areas and facilitate timeous corrective action where required. Provide transversal clinical support and other support services to Institutions. Ensure the development of an innovative and human rights sensitive cadre of health workers at all levels. Identify and address transversal health service delivery barriers that cannot be resolved at Institutional and district level and filter those requiring intervention at Provincial level. Facilitate the process of ensuring universal health access (NHI) for Ethekwini Health District. Oversee and coordinate the delivery of Emergency Medical Services (EMS) and Forensic Pathology Services (FPS) across the district. Implement good governance, transparency, and accountability practices. Drive all public health services within the district towards achieving and sustaining a clean audit. Please note that you will be responsible for all hospitals regardless of level of care Responsible for providing strategic leadership and overall management of all health services within the district. Ensure the delivery of high-quality, equitable, and patient-centred care across the district, while driving compliance, efficiency, and continuous improvement. Effectively manage and optimise all resources under your stewardship, including physical, and technological assets, to ensure efficiency, accountability, and maximum impact on service delivery. Build and maintain strong relationships with community structures, oversight bodies, NGOs, and other health sector partners. Participate in DDM, Operation Sukuma Sakhe (OSS) and other intersectoral collaborations. Ensure all public health facilities on readiness for audits, inspections, and quality assurance assessments. Promote a positive organisational culture in the district. Supervise, mentor, and develop public health teams in ensuring high performance, continuous improvement, and policy compliance.

ENQUIRIES APPLICATIONS

: Mr J Mdebele Tel No: (033) 395 3274
: Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address HeadOffice.HRJobapplication@kznhealth.gov.za Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs
All applications should be forwarded to: The Chief Director: Human Resource Management Services KZN Department of Health, Private Bag X9051, Pietermaritzburg, 3200 OR Hand delivered to: 330 Langelibalele Street, Natalia Building, Registry, Minus 1:1 North Tower

FOR ATTENTION NOTE

: Mr. A Memela
: Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed, initialed 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. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. NB: For the Pre-Entry Certificate for SMS, any individual may register for the course and complete such in anticipation of wishing to apply for a SMS post in future. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by following the link: <https://www.thensg.gov.za/training-courses/sms-pre-entry-programme/>. Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such, however it is not required that an applicant submit such when applying for the post prior to the closing date. However, prior to an appointment being made to any SMS post, the appointee to such a post must have completed the pre-entry certificate and must be in possession of such prior to taking up the post. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by employer/s prior to the date of the interview.

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/136</u>	:	<u>CHIEF DIRECTOR REF NO: G42/2026</u> Cluster: Strategic Health Programmes
<u>SALARY</u>	:	R1 554 696 per annum, (an all-inclusive SMS salary package). (All-inclusive salary packages, which consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules).
<u>CENTRE</u>	:	Head Office: Pietermaritzburg
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) in Health Science or MBChB; Plus Current registration with the relevant health professional body; Plus A minimum of five (5) years' experience at a senior managerial level managing Strategic Health Programmes. Plus Unendorsed valid Code B driver's licence (Code 08). Computer literacy in Microsoft Software applications. Additional Qualification: A post graduate qualification in Public Health Management or relevant Health Management qualification; Plus experience in Health Programme Management and District health Services Management will be an added advantage. NB: For the Pre-Entry Certificate for SMS, any individual may register for the course and complete such in anticipation of wishing to apply for an SMS post in future. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by following the link: https://www.thensg.gov.za/training-courses/sms-pre-entry-programme/ . Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such, however it is not required that an applicant submit such when applying for the post prior to the closing date. However, prior to an appointment being made to any SMS post, the appointee to such a post must have completed the pre-entry certificate and must be in possession of such prior to taking up the post. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be and integrity (ethical conduct) assessment. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessment to assess cognitive capabilities, behavioural preferences, emotional intelligence and integrity. NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview. Knowledge, Skills, Training and Competencies: The incumbent of this post will report to the Deputy Director General: Clinical Support Services, and will be responsible to provide management, leadership and coordination of Strategic Health Programmes, which includes HIV/AIDS, TB, MCWH, Nutrition, Food

Services Management MMC, ACSM, Strategic Information Management and Youth, Gender and Transformation, in the Department. The ideal candidate must: Have the ability to work independently and under pressure. Be able to handle sensitive and personal information with strict confidence. Possess strong leadership and strategy execution skills. Have experience in budgeting, financial planning and analysis. Possess good understanding of HR practices and staff relations. Have high level of communication skills (written and verbal). Be computer literate with a proficiency in Microsoft Office Software applications. Have planning and organisational, project management, financial management, decision making and problem solving skills. Have an understanding of legislative prescripts governing the public service. Possess knowledge of government communication structures and principles.

DUTIES

: Job Purpose: Provide Strategic capabilities and Leadership in strengthening Strategic Health Programmes through planning, setting up of governance structures, service development through programming and project management, monitoring and reporting. Oversee and manage the implementation of strategic health programmes activities, budget and policies across interrelated functions to ensure that all targets are achieved in line with the strategic plans of the Department. Develop appropriate environment for implementing medium and long term plans to mitigate the impact of HIV/AIDS and Tuberculosis pandemic, Maternal Mortality, Malnutrition and Child related, Communicable Diseases as well as Mens Health trends and identify strategies for evaluation of services. Ensure development and implementation of effective communications strategies and reliable information systems for the benefit of the Department. Identify and address transversal health service delivery barriers that need intervention from beyond strategic health programmes. Co-ordinate the multi-sectoral responses for the HIV, TB and STIs in line with the Provincial HIV, TB and STI plan. Co-ordinate the support, resource acquisition and distribution from all Donor funded Support Partners including signing of MOUs between the KZN Department of Health and Partners. Liase with all relevant stakeholders. Including Operation Sukuma Sakhe (OSS) and Development Model (DDM) partakers with a view to finding innovative solutions for identified policy barriers in SHP. Provide Strategic leadership to Provincial Teams and District Teams in the Development, Implementation monitoring and reporting on the HIV and TB Conditional Grant Business Plan in line with the Conditional Grant Framework and DORA indicators. Ensure the effective, efficient and economical management of allocated resources of SHP component.

ENQUIRIES APPLICATIONS

: Dr TD Moji Tel No: (033) 395 2816
: Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address HeadOffice.JobApplication@kznhealth.gov.za. NB//The subject of your e-mail must be the post name that you are applying for.

Applicants may also visit any one of our Designated Online Application Centre's (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centre's (DOACS) at www.kznonline.gov.za/kznjobs

All applications should be forwarded to: The Chief Director: Human Resource Management Services, KZN Department of Health, Private Bag X9051, Pietermaritzburg, 3200 OR Hand delivered to: 330 Langalibalele Street, Natalia Building, Registry, Minus 1:1 North Tower

FOR ATTENTION NOTE

: Miss L Mthlane
: Applications must be submitted on the new prescribed Application for Employment form (Z83) which must be originally signed, initialed 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 (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. 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. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful.

<u>CLOSING DATE</u>	:	30 September 2026
<u>POST 33/137</u>	:	<u>DISTRICT DIRECTOR REF NO: G48/2026</u> Cluster: District Health Services
<u>SALARY</u>	:	R1 317 384 per annum (Level 13), (an all-inclusive salary package)
<u>CENTRE</u>	:	Uthukela Health District
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) in Health; Plus degree or diploma in health management or Degree/diploma in general management. Plus A minimum of Five (5) years at a middle/senior managerial level in Public Health Care environment Plus Unendorsed valid driver's license. Computer literacy with proficiency in Microsoft software applications. Additional Information: An undergraduate qualification (NQF level 7) in Clinical Health Science; Current registration with the relevant health professional body; Experience in primary health care and district health system. Post-graduate qualification in Public Health / Master in Business Management. Project Management. Knowledge, Skills, Training and Competencies Required: The incumbent of this post will report to the Chief Director: District Health Services: Head Office and will be responsible to ensure and account for the delivery of integrated, effective and efficient health service at all levels of care based on the Primary Health Care approach through the District Health System within UThukela District (whichever is relevant). The ideal candidates must: Possess a clear understanding of the challenges facing the public health sector due to poverty, resource limitations and opportunistic diseases such as TB, HIV and AIDS. Have the ability to analyse and interpret complex management data and information to inform decision-making and alignment processes timeously. Have the ability to develop innovative solutions for complex health and other service delivery management problems. Possess strong leadership to: ensure buy-in/support of other organs of state and external stakeholders to accomplish deliverables identified in the Annual Performance Plans of the District. Provide strategic direction to Institutions. Mediate processes for the allocation of resources to Institutions. Build a highly effective and efficient health service delivery team in the District; and reason/present/negotiate the case of the District at departmental management and planning fora. Have the ability to assess and manage the performance of the District Health System and directly supervise staff. Have the ability to interact effectively and efficiently with a wide range of stakeholders. Have the ability to turn around negative audit findings in the district to be a positive one. Possess a good Knowledge and understanding of universal health coverage Possess a clear understanding of risk and other management processes and the application thereof to ensure that the decentralised management model of the department is performing optimally. Possess knowledge of the governance framework and legislative imperatives set for the area of operation. Be computer literate with a proficiency in MS Office Software applications.
<u>DUTIES</u>	:	Based on relevant policy imperatives, provide strategic leadership and ensure the development, implementation, monitoring and evaluation of an Annual District Health Services Delivery Plan. Account in terms of planned initiatives for the delivery of health services in the District. Coordinate and facilitate processes to prioritise health service delivery initiatives and the allocation of concomitant resources amongst health facilities in the District, whilst promoting service delivery equity. Monitor and evaluate health service delivery within the District, identify high risk areas and facilitate timeous corrective action where required. Provide transversal clinical support and other support services to Institutions. Ensure the development of an innovative and human rights sensitive cadre of health workers at all levels. Identify and address transversal health service delivery barriers that cannot be resolved at Institutional and district level and filter those requiring intervention at Provincial level. Facilitate the process of ensuring universal health access (NHI) for UThukela Health District. Oversee and coordinate the delivery of Emergency Medical Services

(EMS) and Forensic Pathology Services (FPS) across the district. Implement good governance, transparency, and accountability practices. Drive all public health services within the district towards achieving and sustaining a clean audit. Responsible for providing strategic leadership and overall management of all health services within the district. Ensure the delivery of high-quality, equitable, and patient-centred care across the district, while driving compliance, efficiency, and continuous improvement. Effectively manage and optimise all resources under your stewardship, including physical, and technological assets, to ensure efficiency, accountability, and maximum impact on service delivery. Build and maintain strong relationships with community structures, oversight bodies, NGOs, and other health sector partners. Participate in DDM, Operation Sukuma Sakhe (OSS) and other intersectoral collaborations. Ensure all public health facilities on readiness for audits, inspections, and quality assurance assessments. Promote a positive organisational culture in the district. Supervise, mentor, and develop public health teams in ensuring high performance, continuous improvement, and policy compliance.

ENQUIRIES
APPLICATIONS

: Mr J Mdebele Tel No: (033) 395 3274
: Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address HeadOffice.HRJobapplication@kznhealth.gov.za. Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs. All Applications Should Be Forwarded To: The Chief Director: Human Resource Management Services, KZN Department of Health Private Bag X9051, Pietermaritzburg, 3200 R Hand delivered to: 330 Langalibalele Street Natalia Building, Registry, Minus 1:1 North Tower

FOR ATTENTION
NOTE

: Mr. A Memela
: Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed, initialed 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. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. NB: For the Pre-Entry Certificate for SMS, any individual may register for the course and complete such in anticipation of wishing to apply for a SMS post in future. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by following the link: <https://www.thensg.gov.za/training-courses/sms-pre-entry-programme/>. Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such, however it is not required that an applicant submit such when applying for the post prior to the closing date. However, prior to an appointment being made to any SMS post, the appointee to such a post must have completed the pre-entry certificate and must be in possession of such prior to taking up the post. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. NB: All shortlisted candidates will be required to submit proof of work

	experience endorsed and stamped by employer/s prior to the date of the interview.
<u>CLOSING DATE</u>	: 28 September 2026
<u>POST 33/138</u>	: <u>DIRECTOR REF NO: G49/2026</u> Cluster: District Health Services
<u>SALARY</u>	: R1 317 384 per annum (Level 13), (an all-inclusive salary package)
<u>CENTRE</u>	: eThekweni Health District North-West Service Area
<u>REQUIREMENTS</u>	: An Undergraduate qualification (NQF Level 7) in Health; Plus degree or diploma in health management or Degree/Diploma in general management. Plus A minimum of five (5) years' experience at a middle/senior managerial level in Public Health Care environment Plus Unendorsed valid driver's license. Computer literacy with proficiency in Microsoft software applications. Additional Information: An undergraduate qualification (NQF level 7) in Clinical Health Science; Current registration with the relevant health professional body; Experience in primary health care and district health system. Post-graduate qualification in Public Health / Master in Business Management. Project Management. The incumbent of this post will report to the Chief Director: Ethekeeni District Office: and will be responsible to ensure and account for the delivery of integrated, effective and efficient health service at all levels of care based on the Primary Health Care approach through the District Health System within Ethekeeni District. The ideal candidates must: Possess a clear understanding of the challenges facing the public health sector due to poverty, resource limitations and opportunistic diseases such as TB, HIV and AIDS. Have the ability to analyse and interpret complex management data and information to inform decision-making and alignment processes timeously. Have the ability to develop innovative solutions for complex health and other service delivery management problems. Possess strong leadership to: ensure buy-in/support of other organs of state and external stakeholders to accomplish deliverables identified in the Annual Performance Plans of the District. Provide strategic direction to Institutions. Mediate processes for the allocation of resources to Institutions. Build a highly effective and efficient health service delivery team in the District; and reason/present/negotiate the case of the district at departmental management and planning fora. Have the ability to assess and manage the performance of the District Health System and directly supervise staff. Have the ability to interact effectively and efficiently with a wide range of stakeholders. Have the ability to turn around negative audit findings in the district to be a positive one. Possess a good Knowledge and understanding of universal health coverage Possess a clear understanding of risk and other management processes and the application thereof to ensure that the decentralised management model of the department is performing optimally. Possess knowledge of the governance framework and legislative imperatives set for the area of operation. Be computer literate with a proficiency in MS Office Software applications.
<u>DUTIES</u>	: Based on relevant policy imperatives, provide strategic leadership and ensure the development, implementation, monitoring and evaluation of an Annual District Health Services Delivery Plan. Account in terms of planned initiatives for the delivery of health services in the District. Coordinate and facilitate processes to prioritise health service delivery initiatives and the allocation of concomitant resources amongst health facilities in the District, whilst promoting service delivery equity. Monitor and evaluate health service delivery within the District, identify high risk areas and facilitate timeous corrective action where required. Provide transversal clinical support and other support services to Institutions. Ensure the development of an innovative and human rights sensitive cadre of health workers at all levels. Identify and address transversal health service delivery barriers that cannot be resolved at Institutional and district level and filter those requiring intervention for Chief Director Ethekeeni District. Facilitate the process of ensuring universal health access (NHI) for Ethekeeni Health District. NB//: The incumbent of this post will be required to possess the following skills: Innovation, Coordination, Human resources management, Risk Management, Monitoring and Evaluation and Financial Management skills.
<u>ENQUIRIES</u>	: Mr J Mndebele Tel No: (033) 395 3274
<u>APPLICATIONS</u>	: Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address HeadOffice.HRJobapplication@kznhealth.gov.za

**FOR ATTENTION
NOTE**

Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs

All applications should be forwarded to: The Chief Director: Human Resource Management Services, KZN Department of Health, Private Bag X9051, Pietermaritzburg, 3200 OR Hand delivered to: 330 Langelibelele Street, Natalia Building, Registry, Minus 1:1 North Tower

: Mr. A Memela

: Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed, initialed 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. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. NB: For the Pre-Entry Certificate for SMS, any individual may register for the course and complete such in anticipation of wishing to apply for a SMS post in future. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by following the link: <https://www.thensg.gov.za/training-courses/sms-pre-entry-programme/>. Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such, however it is not required that an applicant submit such when applying for the post prior to the closing date. However, prior to an appointment being made to any SMS post, the appointee to such a post must have completed the pre-entry certificate and must be in possession of such prior to taking up the post. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by employer/s prior to the date of the interview.

CLOSING DATE

: 28 September 2026

POST 33/139

: **CHIEF EXECUTIVE OFFICER REF NO: G46/2026**
Cluster: Hospital Management Services

SALARY

: R1 317 384 - R1 551 807 per annum (Level 13), (an all-inclusive salary package)

**CENTRE
REQUIREMENTS**

: Ladysmith Regional Hospital

: An undergraduate qualification (NQF level 7) in a clinical related field, with a valid registration with the relevant professional body, A post graduate degree/ diploma in management. 5 years of experience at senior managerial level. Unendorsed valid Code B driver's licence (Code 08). Additional Information: Management experience at a Regional/Tertiary Hospital will be an added advantage. Knowledge, Skills, Training and Competencies Required: - Knowledge of relevant legislation such as National Health Act, Public Finance Management Act (PFMA), Public Service Act and related regulations and policies. Core Competencies: - Strategic capability and leadership, Programme and Project Management, Financial management, Management of people and empowerment. Progress Competencies: - Service delivery innovation,

DUTIES

knowledge management, Problem solving and analysis, Communication, Client orientation and customer focus.

: Job Purpose To plan, direct, co-ordinate and manage the delivery of clinical and administrative support services in an effective and efficient manner, working with the key executive management team at the hospital and within the legal and regulatory framework, and government requirements, to represent the hospital authoritatively at provincial and public forums, to provide strategic leadership to improve operational efficiency within the health establishment to improve health outcomes. Strategic Planning: Prepare a strategic plan for the Hospital to ensure that it is in line with the 10-point plan, national, provincial, regional and district plans as well as the Department's strategies goals and Objectives. Financial Management: Ensure that adequate policies, systems and procedures are in place to enable prudent management of financial resources, financial planning, resource mobilization, including monitoring and evaluation; Ensure appropriate asset management and accountability of all assets of the institution; Identify strategic and operation risks and ensure that strategies are in place to address these, as well as monitor the progress; Maximize revenue through collection of all income due to the hospital. Facilities Management: Ensure business support and systems to promote optimal management of the institution as well as optimal service delivery, ensure that systems and procedures are in place to for infrastructure planning and timeous maintenance of facilities and its equipment. Human Resource Management: Implement and maintain human resource management policies and guidelines, systems and procedures that will ensure effective and efficient utilization of human resources; Promote a safe and healthy working environment through compliance with the Occupational Health and Safety Act, including occupational health and safety committees; Ensure continuous development and training of personnel and implement monitoring and evaluation of performance. Procurement and Management of Equipment and Supplies: Implement a procurement and provisioning system that is fair, transparent, competitive and cost effective in terms of provincial delegated authority in line with PFMA, and Supply Chain Management prescripts; Ensure that goods and services are procured in a cost effective and timely manner; Ensure sound contract management for all contracted services. Clinical and Corporate Governance: Oversee clinical governance to ensure high standards of patient care, establish community networks and report to the Hospital Board and other relevant oversight committees/bodies; Ensure the establishment of the relevant governance structures linked to clinical and non- clinical functions and responsibilities; Manage all the institutions risks and implement strategies to ensure optimal achievement of health outcomes.

ENQUIRIES APPLICATIONS

: Mrs RT Dube Tel No: (033) 940 2499
: Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address HeadOffice.HRJobapplication@kznhealth.gov.za Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs
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FOR ATTENTION NOTE

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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. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. NB: For the Pre-Entry Certificate for SMS, any individual may register for the course and complete such in anticipation of wishing to apply for a SMS post in future. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by following the link: <https://www.thensg.gov.za/training-courses/sms-pre-entry-programme/>. Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such, however it is not required that an applicant submit such when applying for the post prior to the closing date. However, prior to an appointment being made to any SMS post, the appointee to such a post must have completed the pre-entry certificate and must be in possession of such prior to taking up the post. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by employer/s prior to the date of the interview.

CLOSING DATE : 30 September 2026

OTHER POSTS

POST 33/140 : **HEAD CLINICAL DEPARTMENT REF NO: HCDMEDCARDIO//01/2026**
Department: Cardiology (Adult)

SALARY : R2 704 842 per annum, (all-inclusive salary package), (excluding commuted overtime)

CENTRE : Inkosi Albert Luthuli Central Hospital

REQUIREMENTS : Registration with the Health Professional Council of South Africa as a Specialist Physician and Sub-specialist Cardiologist. FP(SA) and Cert Cardio (SA) / MMed or equivalent and/or a PhD and/or an established and demonstrated record of research experience (5 or more publications in peer reviewed journals) and /or evidence of supervision of registrars /fellows (3 or more candidates) A minimum of seven (7) years' experience after registration with the HPCSA as a Cardiologist must include experience in clinical management as a clinical head of unit; Additional Qualification: Evidence of quality teaching and learning practice. Evidence of management and administrative skills. Computer literacy and A valid driver' s licence. Knowledge, Skills, Training And Competence Required: Clinical, procedural and training skills. Counselling and conflict resolution skills. Leadership, administration, management skills, programme planning, strategic planning supported by evidence of experience in these areas. Assessment of patients within his/her field of expertise. Ability to communicate at a higher level. Ability to network with management at all levels within the Provincial structures. Knowledge and an understanding of the Public Finance Management Act and its implications for departmental budgeting. Knowledge and an understanding of the Postgraduate Education regulations and requirements as determined by the Health Professions Council of South Africa, the College of Physicians and Cardiologists of South Africa and the University of KwaZulu-Natal. A high level of knowledge of the field of Cardiology including interventional cardiology and electrophysiology.

DUTIES : On the clinical side, incumbents will manage clinical services in an extended area of the province, which promotes the provision of clinical services for Region 1 and beyond the major metropolitan centres. The incumbent would be expected to apportion their time and energy appropriately between the major centres to develop the teaching/service platform (Durban, Pietermaritzburg, Empangeni, Stanger and Port Shepstone). The incumbent will also develop research initiatives, which focus on the enhancement of service delivery in the context of the burden of cardiac disease. The incumbent should also ensure that clinical service in Region 1 are co-ordinated and these are in line with the teaching platform of the University of Kwa-Zulu Natal. Through this, we will

increase equity of service delivery, and enhance the development of our decentralised training platform in line with the needs arising from the National Development Plan. Involvement in relevant administration structures of the Department of Medicine, UKZN in coordination with the Academic Head of Department. Contribute to the co-ordination of specialist services ensuring the development and the implementation of policies and clinical protocols that will impact positively on the clinical outcomes, access to services and devolving services to distant; the monitoring and evaluation of adverse events and ensuring the implementation of plans to address these events; mortality and morbidity reviews are conducted within the institution and other hospitals in the catchment areas; cost effective approaches to clinical care. Undertake postgraduate and relevant undergraduate training, teaching and examinations in the field of Cardiology. Coordinate services and teaching with the Heads of units at the Regional hospitals in Region 1 Ensure that the environment complies with the Health and Safety Act, that staff adhere to the safety precautions and that staff welfare is maintained to attain optimal performance. Develop outreach programmes to the relevant regional hospitals in Region 1 in line with the KZN Department of Health's Outreach Programme. Develop audit tool to assess the Outreach Programme of the department and report these to Academic Head of Department of Paediatrics and Child Health.

**ENQUIRIES
APPLICATIONS**

: Professor TC Hardcastle Tel No: (031) 240 100, Ext 2389
: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za

NOTE

: An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short-listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

CLOSING DATE

: 28 September 2026

POST 33/141

: **HEAD CLINICAL DEPARTMENT REF NO: HCDSPECSURG//01/2026**
Department: Specialised surgery

SALARY

: R2 704 842 per annum, all-inclusive salary package, (excluding commuted overtime)

**CENTRE
REQUIREMENTS**

: Inkosi Albert Luthuli Central Hospital
: Registration with the Health Professional Council of South Africa as a Specialist Surgeon / MMed, and/or FCS (SA) or equivalent, and registration in the Sub-specialist category of Gastroenterological Surgery (Cert Gastroenterology (SA)

Surg and a demonstrated record of research experience (5 or more publications in peer reviewed journals) and /or evidence of supervision of registrars /fellows (3 or more candidates) A minimum of seven (7) years' experience after registration with the HPCSA as a Specialist Surgeon and Sub-specialist GI Surgery must include experience in clinical management as a clinical head of unit or equivalent. Additional Qualification: A PhD or equivalent. Evidence of quality teaching and learning practice. Evidence of management and administrative skills. Computer literacy AND A valid driver' s licence. Knowledge. Skills. Training and Competence Required: Clinical, procedural and training skills. Counselling and conflict resolution skills. Leadership, administration, management skills, programme planning, strategic planning supported by evidence of experience in these areas. Assessment of patients within his/her field of expertise. Ability to communicate at a higher level. Ability to network with management at all levels within the Provincial structures. Knowledge and an understanding of the Public Finance Management Act and its implications for departmental budgeting. Knowledge and an understanding of the Postgraduate Education regulations and requirements as determined by the Health Professions Council of South Africa, the College of Surgeons of South Africa and the University of KwaZulu-Natal. A high level of knowledge of the field of hepatic, colorectal or pancreatic surgery.

DUTIES

: On the clinical side, incumbents will manage clinical services in an extended area of the province, which promotes the provision of clinical services for Region 1 and beyond the major metropolitan centres. The incumbent would be expected to apportion their time and energy appropriately between the major centres to develop the teaching/service platform (Durban, Pietermaritzburg, Empangeni, Stanger and Port Shepstone) for surgery. The incumbent will also develop research initiatives, which focus on the enhancement of service delivery in the context of the burden of surgical and related gastroenterological disease. The incumbent should also ensure that clinical services in Region 1 are co-ordinated and these are in line with the teaching platform of the University of Kwa-Zulu Natal. Through this, we will increase equity of service delivery, and enhance the development of our decentralised training platform in line with the needs arising from the National Development Plan. Involvement in relevant administration structures of the School of Medicine, UKZN in coordination with the HoD Surgery and the Dean. Contribute to the co-ordination of specialist services ensuring the development and the implementation of policies and clinical protocols that will impact positively on the clinical outcomes, access to services and devolving services to distant ; the monitoring and evaluation of adverse events and ensuring the implementation of plans to address these events; mortality and morbidity reviews are conducted within the institution and other hospitals in the catchment areas; cost effective approaches to clinical care. Undertake postgraduate and relevant undergraduate training, teaching and examinations in the field of Specialised Surgery. Coordinate services and teaching with the Heads of units at the Regional hospitals in Region 1. Ensure that the environment complies with the Health and Safety Act, that staff adhere to the safety precautions and that staff welfare is maintained to attain optimal performance. Develop outreach programmes to the relevant regional hospitals in Region 1 in line with the KZN Department of Health's Outreach Programme. Develop audit tool to assess the Outreach Programme of the department and report these to Academic Head of Department of Surgery and the CEO's office.

ENQUIRIES APPLICATIONS

: Professor TC Hardcastle Tel No: (031) 240 100, Ext. 2389
: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za

NOTE

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APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/142</u>	:	<u>HEAD CLINICAL DEPARTMENT REF NO: HCD CTS01/2026 (X1 POST)</u> Department: Cardiothoracic Surgery
<u>SALARY</u>	:	Grade 1: R2 704 842 per annum, (all-inclusive salary package), excluding commuted overtime.
<u>CENTRE</u>	:	Inkosi Albert Luthuli Central Hospital (IALCH)
<u>REQUIREMENTS</u>	:	MBChB Degree or equivalent qualifications. Registration certificate with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Cardiothoracic Surgery and current registration. Minimum 7 years' post-registration experience as a specialist Cardiothoracic Surgeon. Additional qualifications: PHD will be an added advantage. MMed (Cardiothoracic) or equivalent higher degree FC Cardio (SA). Experience in a tertiary/quaternary academic setting. Experience in clinical governance, service development, and academic leadership. Knowledge, Skills and Competencies: Expertise in the management of acute and chronic cardiac surgical and thoracic surgical conditions including emergencies and trauma. Knowledge of national and international demography, current health and public service legislation, regulation and policy, including medical ethics, epidemiology, and statistics. Strong clinical decision-making, communication, and interpersonal skills. Experience in multidisciplinary teamwork, clinical training and functioning in a quaternary hospital. Ability to teach, supervise, and mentor trainees, junior staff and allied staff. Knowledge of research principles with ability to drive academic output. Leadership, administrative, and conflict resolution skills.
<u>DUTIES</u>	:	Lead and manage the Clinical Unit as delegated by the CEO and Medical School Dean in the following areas: Ensure high standards of clinical care, ethics, and governance. Oversee unit administration, staff performance, and service delivery. Provide specialist clinical services, including outpatient care, consultations and emergencies. Participate in after-hours consultant cover. Lead training of undergraduate and postgraduate students and allied health staff. Develop and implement clinical protocols in association with other surgical disciplines. Support clinical audit and quality assurance programmes. Promote outreach and strengthen regional cardiothoracic surgical services at secondary and tertiary level hospitals. Ensure efficient and cost-effective use of resources. Collaborate with UKZN, CMSA, health system partners and other thoracic surgical units at provincial, national and international levels. Promote and support research and academic development as delegated by the CEO aligned with the policies of UKZN and the College of Cardiothoracic Surgeons.
<u>ENQUIRIES</u>	:	Professor TC Hardcastle Tel No: (031) 240100, Ext. 2389
<u>APPLICATIONS</u>	:	All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
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<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/143</u>	:	<u>HEAD OF CLINICAL UNIT GRADE1 AND 2 REF NO: DPKISMH 19/2026 (X1 POST)</u> Component: Anaesthetics
<u>SALARY</u>	:	Grade 1: R2 168 145 – R2 301 186 per annum, (all-inclusive salary package) Grade 2: R2 370 74 – R2 592 273 per annum, (all-inclusive salary package) (All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.) Other Benefit (S): Compulsory Commuted Overtime & Medical Aid (Optional)
<u>CENTRE</u>	:	Dr Pixley Ka Isaka Seme Memorial Hospital
<u>REQUIREMENTS</u>	:	Grade 1: Appropriate qualification that allows registration with the HPCSA as Medical Specialist in Anaesthetics plus 7 years' experience. Grade 2: Appropriate qualification that allows registration with the HPCSA as Medical Specialist in Anaesthetics plus 9 years' experience. Senior Certificate / Grade 12. Appropriate tertiary qualification in Health Sciences (MBChB or equivalent). Appropriate postgraduate qualification in Anaesthetics, e.g. FCA (SA), MMed Anaesthetics or equivalent qualification. Registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Anaesthetics. Current registration with the HPCSA. Appropriate experience as a Medical Specialist in Anaesthetics, in accordance with the applicable grade and public service requirements. Proof of current and previous experience endorsed by the Human Resource Department. A valid driver's licence would be an advantage. Commuted overtime participation where applicable and in accordance with service-delivery requirements. Knowledge of the relevant legislations, Policies and Standard operating procedures. Knowledge, Skills, Training and Competence Required: Sound knowledge and clinical expertise in Anaesthesia and Perioperative Medicine, including the assessment and management of patients requiring anaesthesia for elective and emergency procedures. Competence in the provision of safe general, regional and appropriate anaesthetic techniques, including airway management, resuscitation and perioperative patient care. Competence in the assessment and management of critically ill and high-risk patients and the ability to provide appropriate anaesthetic support in emergency and critical care situations. Sound knowledge of anaesthetic drugs, equipment, monitoring systems, patient safety principles and relevant clinical guidelines and protocols. Strong clinical decision-making, analytical, problem-solving and prioritisation skills, particularly in emergency, high-risk and high-volume clinical environments.

Excellent written and verbal communication skills, with the ability to communicate effectively with patients, families, clinicians and members of the multidisciplinary healthcare team. Good leadership, supervisory, mentoring and team-management skills, with the ability to lead and support the Anaesthesia clinical team. Ability to coordinate and manage the provision of anaesthetic services and ensure effective utilisation of available human and material resources. Ability to work effectively within multidisciplinary teams, including Surgery, Emergency Department, Obstetrics and Gynaecology, Orthopaedics, Critical Care and other relevant clinical services. Computer literacy and ability to utilise relevant electronic clinical information systems. Ability to participate in clinical governance, quality assurance, clinical audits, morbidity and mortality reviews, incident reporting, risk management and quality-improvement initiatives. Ability to provide teaching, training, supervision and mentorship to Medical Officers, Registrars, interns, students and other healthcare professionals. Ability to contribute to undergraduate and postgraduate teaching, research, continuing professional development and service improvement. Ability to manage workload effectively and function independently and under pressure, including participation in after-hours, weekend and public holiday services. Ability to develop, implement and monitor clinical protocols, standard operating procedures and quality standards within the Anaesthesia service. Commitment to providing safe, ethical, patient-centred and evidence-based anaesthetic and perioperative services.

DUTIES

: Provide and oversee comprehensive, safe and quality anaesthetic and perioperative services to patients undergoing elective and emergency procedures. Ensure appropriate pre-operative assessment, intra-operative anaesthetic management and post-operative care of patients, including high-risk and critically ill patients. Provide specialist clinical leadership and ensure effective coordination and functioning of the Anaesthesia clinical unit. Participate in emergency, after-hours, weekend and public holiday anaesthetic services as required by the institution. Ensure appropriate management of airway emergencies, resuscitation and other anaesthetic-related emergencies. Promote adherence to clinical guidelines, anaesthetic protocols, patient safety standards and relevant professional and institutional policies. Participate in clinical governance activities, including clinical audits, morbidity and mortality reviews, quality assurance, risk management, incident reporting and implementation of quality-improvement initiatives. Monitor and improve the quality, efficiency and turnaround time of anaesthetic services in support of theatre and emergency service delivery. Promote effective multidisciplinary collaboration with surgical, obstetric, orthopaedic, emergency, critical care and other clinical services. Provide teaching, training, supervision and mentorship to Registrars, Medical Officers, interns, students and other healthcare professionals. Participate in undergraduate and postgraduate teaching, continuing professional development, academic activities and research. Develop, implement, review and monitor departmental policies, guidelines, protocols and standard operating procedures. Ensure appropriate utilisation, availability and maintenance of anaesthetic equipment, medicines, consumables and other departmental resources. Participate in service planning, monitoring and evaluation and identify areas requiring improvement in the provision of anaesthetic services. Contribute to the development of critical care, resuscitation and perioperative services in accordance with the level of care provided by the institution. Participate in outreach and support services to referring facilities, where required. Ensure accurate clinical documentation, record keeping and reporting within the Anaesthesia service. Participate in departmental, institutional and relevant clinical governance meetings and committees. Manage and utilise human, financial, equipment and other resources responsibly and contribute to the identification of service and infrastructure needs. Maintain professional competence and comply with the requirements of the Health Professions Council of South Africa and relevant Department of Health policies, legislation and regulations. Perform administrative and other duties as delegated by the relevant supervisor.

ENQUIRIES

: Dr HA Hlela: Senior Manager: Medical Services Tel No: (031) 530 1423

APPLICATIONS

: Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360

FOR ATTENTION

: Deputy Director: HRM

<u>NOTE</u>	:	This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za. Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.
<u>CLOSING DATE</u>	:	30 September 2026.
<u>POST 33/144</u>	:	<u>HEAD CLINICAL UNIT (INTERNAL MEDICINE) REF NO: MAD 21/2026 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R2 168 145 – R2 301 186 per annum Grade 2: R2 370 741 – R2 592 273 per annum The all-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, 18% inhospitable of basic salary plus fixed commuted overtime.
<u>CENTRE</u>	:	Madadeni Provincial Hospital
<u>REQUIREMENTS</u>	:	An appropriate qualification in the appropriate Health Science (MBCHB). PLUS, Current registration with the Health Professionals Council of South Africa as a Specialist in the category of Internal Medicine. Plus At least Five (5) years appropriate experience as a Medical Specialist after registration with HPCSA as a medical specialist in the category of Internal Medicine. Knowledge, Skills and competencies required. Knowledge of appropriate specialist procedures and protocols within the field of expertise. Knowledge of legislative prescripts governing the public service. Human resources management, financial management and general administrative skills. Control of budget, monitoring expenditure and project management. Computer literacy in MS Outlook, Excel, Word and PowerPoint. Report writing, presentation and teaching skills. Strategic capability and leadership skills. Problem solving, project management and change management. Concerns for excellency, courtesy and interpersonal skills. Awareness of cross-cultural differences.
<u>DUTIES</u>	:	Render efficient and cost-effective internal medicine services to patients managed by Madadeni Hospital and its drainage sites. Strengthen and ensure continuous clinical governance for internal medicine services within the area of jurisdiction. Ensure the rational use of resources (including laboratory investigations, medication, consumables and equipment). Deliver effective and efficient administration of the Internal Medicine Department. Plan and partake in the training of staff including Nurses, Clinical Support Personnel, Medical Officers, Interns and undergraduate Medical Students and also support relevant clinical research, clinical trials and CPD activities. Develop regional services within the field of Internal Medicine and improve the functioning of renal services. Provide clinicians with expert advice and opinion to aid diagnosis, management and treatment of patients. Conduct out-patient specialist clinics and in-patient and provide expert opinion where required. Ensure provisioning of a 24-hour service in Internal Medicine. Provide vision, strategic direction and inspire employees to deliver excellent, quality health services. Manage the performance of allocated human resources. Ensure that

working environment complies with Health and Safety Act, staff adheres to the safety precautions and that staff is maintained to attain optimal productivity. Formulate and manage protocols in accordance with Department of Health policies that will have a positive impact on staff and ensure that staff is aware and adhere to protocols. Compile medium- and long-term expenditure framework and implement fiscal control measures on an ongoing basis. Provide measures and guidance on quality assurance to comply with set quality standards. Generate reports, plans, presentations, and perform other administrative duties attached to this position. Strengthen partnership with relevant stakeholders i.e. Tertiary hospitals i.e. Greys, IALCH, Referral Hospitals, Community members, etc. Liaison with the relevant Chief Specialist regarding service development. Improve management of referrals. Maintain clinical, professional and ethical standards. Manage EPMDS of the Internal Medicine department.

<u>ENQUIRIES</u>	:	Dr. X.F Nene Tel No: (034) 328 8007
<u>APPLICATIONS</u>	:	All applications can be submitted through hand delivery /courier to: The HR Recruitment Office no:3, Madadeni Hospital, f0001, section 6, Madadeni, 2951
	:	Applications can also be emailed to: sibongiseni.kheswa@kznhealth.gov.za
<u>FOR ATTENTION</u>	:	The Recruitment Officer
<u>NOTE</u>	:	This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Note: The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment of all Institutions. Institutions must notify all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply. Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za . The application form (Z83) must be accompanied by a detailed Curriculum Vitae, Certified copies of ID, Highest educational qualification and other relevant documents will be requested for submission only from shortlisted candidates. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. 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.
<u>CLOSING DATE</u>	:	02 October 2026
<u>POST 33/145</u>	:	<u>HEAD CLINICAL UNIT – PAEDIATRICS PULMONOLOGY/ICU REF NO: HCU PAEDSPULM/1/2026</u> Department: Paediatrics Pulmonology/ICU
<u>SALARY</u>	:	Grade 1: R2 168 145 per annum, (all-inclusive salary package), (excluding commuted overtime).
<u>CENTRE</u>	:	Inkosi Albert Luthuli Central Hospital
<u>REQUIREMENTS</u>	:	Degree in medicine MBCHB. Registered Paediatrician, Certificate in subspecialties (Paediatric Pulmonology). Current Registration Health Professions Council of South Africa (HPCSA), registration certificate with the HPCSA as a Medical Specialist or Subspecialist in Pulmonology plus 5 years' experience after registration. Knowledge, Skills, Training and Competencies Required: The incumbent would need to serve at a high level of leadership. Provide vision in developing the service in paediatric critical care and/or pulmonology.
<u>DUTIES</u>	:	Administration in Paediatric Pulmonology – providing annual audits and/or administration in Paediatric Critical Care (Paediatric intensive and high care) providing annual audits. Undertake ward rounds in the paediatric intensivist care, high care and/or pulmonology. Pulmonology: Bronchoscopy – flexible and rigid, lung function testing analysis, evaluation of advanced pulmonology

investigations mandatory. Skills to function in ICU environment viz insertion of invasive monitoring devices and treatment in critical ill children. Consultation for referrals of children with critical illness and/or lung disease. Calls in the PICU and pulmonology simultaneously. Clinics in either Pulmonology or post PICU/HCU patient. Training of fellows in subspecialty training. Teaching of undergraduate medical students. Training post graduate students (registrars/medical officer) in child health. Expected to undertake outreach at tertiary/regional hospitals. Community engagement. Involved in clinical governance and quality improvement plan. Monitoring of commuted overtime forms of consultant's activities within pulmonology and critical care.

ENQUIRIES
APPLICATIONS

: Professor TC Hardcastle Tel No: (031) 240100, Ext. 2389
: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za

NOTE

: An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please Note That Due To Financial Constraints, There Will Be No Payment Of S&T Claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

CLOSING DATE

: 28 September 2026

POST 33/146

: **HEAD CLINICAL UNIT REF NO: HCU NEUROSURG/1/2026 (X1 POST)**
Department: Neurosurgery

SALARY

: Grade 1: R2 168 145 per annum, (all-inclusive salary package), excluding commuted overtime.

CENTRE
REQUIREMENTS

: Inkosi Albert Luthuli Central Hospital (IALCH)
: MBChB Degree or equivalent qualifications. Registration certificate with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Neurosurgery and current registration as a Medical Specialist in Neurosurgery with the HPCSA. Minimum 5 years' post-registration experience as a specialist Neurologist. Additional qualifications: Mmed or equivalent higher degree. Experience in Paediatric Neurosurgery. Experience in a tertiary/quaternary academic setting. Experience in clinical governance and service development. Knowledge, Skills and Competencies: Expertise in the management of Paediatric Neurosurgery conditions. Knowledge of national and international demography, current health and public service legislation, regulation and policy, including medical ethics, epidemiology, and statistics. Strong clinical decision-making, communication, and interpersonal skills. Experience in multidisciplinary teamwork, clinical training and functioning in a quaternary

	hospital. Ability to teach, supervise, and mentor trainees, junior staff and allied staff. Knowledge of research principles with ability to drive academic output. Leadership, administrative, and conflict resolution skills.
<u>DUTIES</u>	: Lead and manage the Paediatric Neurosurgery Clinical Unit as delegated by the Head Clinical Department of Neurosurgery in the following areas: Ensure high standards of clinical care, ethics, and governance. Oversee unit administration, staff performance, and service delivery. Provide specialist clinical services, including outpatient care, consultations and neurosurgical emergencies. Participate in after-hours consultant cover. Lead training of undergraduate and postgraduate students and allied health staff. Develop and implement clinical protocols as pertaining to paediatric neurosurgery conditions and other neurosurgical-related conditions. Support clinical audit and quality assurance programmes. Promote outreach and strengthen regional paediatric neurosurgery services at secondary and tertiary level hospitals. Ensure efficient and cost-effective use of resources. Promote and support research and academic development as delegated by the Head Clinical Department aligned with the policies of UKZN.
<u>ENQUIRIES</u>	: Dr Basil Enicker Tel No: (031) 2401134
<u>APPLICATIONS</u>	: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	: An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
<u>CLOSING DATE</u>	: 28 September 2026
<u>POST 33/147</u>	: <u>MEDICAL SPECIALIST: PAEDIATRIC REF NO: MED SPEC PAEDS/1/2026 (X1 POST)</u> Department: Paediatric Medical (Critical care and high care)
<u>SALARY</u>	: Grade 1: R1 395 528 per annum, (all-inclusive salary package), (excluding commuted overtime). Grade 2: R1 592 274 per annum, (all-inclusive salary package), (excluding commuted overtime). Grade 3: R1 844 151 per annum, (all-inclusive salary package), (excluding commuted overtime).
<u>CENTRE</u>	: Inkosi Albert Luthuli Central Hospital

<u>REQUIREMENTS</u>	:	MB; ChB Degree Current registration as a Specialist in Paediatrics with the Health Professions Council of South Africa (HPCSA). Registration Certificate as a Specialist in Paediatrics with HPCSA Additional Qualification: Experience in critical care will be an advantage Experience: Grade 1 No Experience required. Grade 2: 5 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist (Paediatrics). Grade 3: 10 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist (Paediatrics) Knowledge, Skills, training and Competencies required: Broad knowledge of working in general Paediatrics and Ethics. Good communication and supervisory skills. Appropriate specialist assessment, diagnosis and management of patients. Familiarity with procedures and management protocols within the subspecialty of Paediatric critical care. Working with multi-disciplinary teams. Supervision and teaching of undergraduates and post-graduates. Behavioural attributes: Stress tolerance. Ability to work within a team. Self-confidence. Capacity to build and maintain relationships.
<u>DUTIES</u>	:	Required to train in paediatric critical care Undertake ward rounds in the paediatric intensive care, high care and wards Consultation for referrals of children with critical illness. Calls in the paediatric service Clinics in post PICU/HCU patient. Training of fellows in subspecialty training. Teaching of undergraduate medical students. Training postgraduate students (registrars/medical officer) in paediatrics. Expected to undertake outreach at tertiary/regional hospitals. Community engagement. Involved in clinical governance and quality improvement plan.
<u>ENQUIRIES</u>	:	Dr. Ebrahim G.M. Hoosen Tel No: (031) 240 1476
<u>APPLICATIONS</u>	:	All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	:	An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
<u>CLOSING DATE</u>	:	28 September 2026

<u>POST 33/148</u>	:	<u>MEDICAL SPECIALIST: OBSTETRICS AND GYNAECOLOGY AND REPRODUCTIVE MEDICINE (INFERTILITY SPECIALIST) REF NO: MEDSPEC O&G (REPRO)/1/2026</u> Department: Obstetrics and Gynaecology
<u>SALARY</u>	:	Grade 1: R1 395 528 per annum, (all-inclusive salary package), (excluding commuted overtime) Grade 2: R1 592 274 per annum, (all-inclusive salary package), (excluding commuted overtime) Grade 3: R1 844 151 per annum, (all-inclusive salary package), (excluding commuted overtime)
<u>CENTRE</u>	:	Inkosi Albert Luthuli Central Hospital (IALCH) and rotations through the Durban Metropolitan Complex of hospitals as delegated by the Head of Department (outreach)
<u>REQUIREMENTS</u>	:	MB; ChB Degree; Medical Specialist qualification in Obstetrics and Gynaecology. Current registration as a Specialist in Obstetrics and Gynaecology. Registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. Additional Qualification: Certification with HPCSA as a reproductive Medicine specialist NB: Candidates with no Certificate but with proven interest and experience in Reproductive health will be considered if no suitable candidate is found. Experience: Grade 1: No experience required. Grade 2: Five (5) years but less than ten (10) years appropriate experience as a Medical Specialist after registration with the HPCSA as Medical Specialist- Obstetrics and Gynaecology. Grade 3: Ten (10) years and above appropriate experience as a Medical Specialist after registration with the HPCSA as Medical Specialist Obstetrics and Gynaecology. Knowledge, Skills, Training and Competencies Required: Sound clinical knowledge and experience in Obstetrics and Gynaecology. Knowledge of current Health and Public Service legislation, regulations and policies including medical ethics, epidemiology and statistics. Good communication, leadership, decision-making and clinical skills.
<u>DUTIES</u>	:	Management of clinical services as delegated. Outpatient and inpatient clinical responsibilities with after-hour participation in IALCH (within the sub-discipline and other Obs and Gynae services) as per the departmental call roster. Develop and grow the clinical platform for management of patients with reproductive challenges. Participate in the development and on-going provision of under- and post- graduate health personnel teaching as per the academic program of the department. Participate in the Quality Improvement Programmes of the Department. Maintain clinical, professional and ethical standards. Maintain necessary discipline over staff under his/her control. Attend to administrative matters as pertains to the Department. Be involved in community-orientated programmes (outreach) including the provision of expert advice and services to all health facilities within the province as delegated. Please note: This is a service post, and is not necessarily linked to being trained as a subspecialist in the sub-discipline - the latter requires separate application when the training position is available
<u>ENQUIRIES</u>	:	Prof Sebitloane Tel No: (031) 260 4390 / ngubaneg3@ukzn.ac.za
<u>APPLICATIONS</u>	:	All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	:	An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in

the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/149</u>	:	<u>MEDICAL SPECIALIST ONCOLOGY REF NO: MEDSPEC ONCO/1/2026 (X2 POSTS)</u> Department: Radiation Oncology
<u>SALARY</u>	:	Grade 1: R1 395 528 per annum, (all-inclusive salary package), (excluding commuted overtime) Grade 2: R1 592 274 per annum, (all-inclusive salary package), (excluding commuted overtime) Grade 3: R1 844 151 per annum, (all-inclusive salary package), (excluding commuted overtime)
<u>CENTRE REQUIREMENTS</u>	:	Inkosi Albert Luthuli Central Hospital (IALCH) MBChB or equivalent. Registration Certificate as a Specialist: Radiotherapy Oncologist with the HPCSA and Current Registration Card with HPCSA. Experience: Grade 1: Experience Not applicable. Candidates who have completed the FC Rad Onc Part II exams and are awaiting results are welcome to apply. Appointment can only occur once specialist registration is available. Grade 2: Five (5) years appropriate experience as a Medical Specialist after registration with the HPCSA as a Specialist in Radiation Oncology. Grade 3: Ten (10) years appropriate experience as a Medical Specialist after registration with HPCSA as a Specialist in Radiation Oncology. Additional Qualifications: Registrars who have completed their training may also apply on condition that their appointment will be subject to them submitting documentary evidence of registration with Health Professional Council of South Africa as a Specialist in Radiation Oncology. Knowledge, Skills, Training and Competencies Required: Sound clinical knowledge within the discipline of medical and radiation oncology. Ability to deal with all oncological emergencies. Knowledge of ethical medical practice. Ability to assess, diagnose and manage adult patients with solid organ malignancies and selected lymphomas. Competent in the radiotherapy management of paediatric malignancies.
<u>DUTIES</u>	:	Provision of holistic care for oncology patients in the Ethekweni Oncology complex including Addington and Inkosi Albert Luthuli Hospitals as well as outreach services to Ngwelezane/Queen Nandi Hospital as required by the department. Maintain medical records, including on an electronic platform. Participate in the Quality Improvement Programmes of the Department/Hospital. Maintain clinical, professional and ethical standards. Be involved in community-orientated/outreach programmes including the provision of expert advice and services to all health facilities within the province as delegated by head of department and the needs of the Province. Participation in provision of postgraduate health personnel teaching, including registrar teaching. Attend and participate in departmental academic sessions and meetings for part 1 and part 2 registrars as well as medical officers. The successful applicant will be required to perform after hour duties and be part of a multi-disciplinary team when deemed necessary. Participate in Clinical Governance.
<u>ENQUIRIES APPLICATIONS</u>	:	Prof. Abba Mallum Tel No: (031) 240 1920 All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	:	An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website

www.kznhealth.gov.za. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/150</u>	:	<u>MEDICAL SPECIALIST: TRAUMA AND BURNS REF NO: MEDSPECT&B/1/2026 (X1 POST)</u> Department: Trauma and Burns
<u>SALARY</u>	:	Grade 1: R1 395 528 per annum, (all inclusive) salary package, (excluding commuted overtime). Grade 2: R1 592 274 per annum, (all inclusive) salary package, (excluding commuted overtime). Grade 3: R1 844 151 per annum, (all inclusive) salary package, (excluding commuted overtime).
<u>CENTRE REQUIREMENTS</u>	:	Inkosi Albert Luthuli Central Hospital MBChB or equivalent; Applicants must be in possession of an appropriate higher surgical qualification (FCS(SA) and/or MMed Surg) and currently registered with the Health Professions Council of South Africa as a Trauma Surgeon. Registration Certificate as a Specialist Trauma Surgeon. Additional Qualifications: eFAST course, MIMMS and, or ACLS/PALS. DSTC or Burns experience. Cert Trauma (SA) sub-specialist training complete. Preference will be given to applicants who have completed the Cert Trauma (SA) sub-specialist exam. Experience: Grade 1: Experience Not applicable requires the Fellowship in Surgery of the College of Medicine of South Africa or equivalent, and registration with the Health Professions Council of South Africa. Applicants must be registered as a specialist in surgery at the commencement of duties. Grade 2: requires appropriate qualification, specialist registration certificate plus 5 years' experience after registration with the Health Professions Council of South Africa as a Medical Specialist in General Surgery. Grade 3 requires appropriate qualification, specialist registration certificate, plus 10 years' experience after registration with the Health Professions Council of South Africa as a Medical Specialist in General Surgery.
<u>DUTIES</u>	:	Participation in the clinical trauma and burns services: inter disciplinary in-house coordination of the management of the patients: supervision of the surgical trainees rotating through the trauma and transplant units: ensuring the highest standards of clinical, professional, and ethical behaviour: assist in teaching of undergraduate medical students, postgraduate surgical trainees: conduct, assist, and stimulate research within the ethical guidelines of the Health Care Act: promote education in trauma prevention and transplant

	community awareness. Physical presence on arrival of scene calls and unstable cases expected.
<u>ENQUIRIES</u>	: Dr T C Hardcastle Tel No: (031) 240 1000, ext 2389 or speed dial 6195
<u>APPLICATIONS</u>	: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	: An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
<u>CLOSING DATE</u>	: 28 September 2026
<u>POST 33/151</u>	: <u>MEDICAL SPECIALISTS GENERAL SURGERY GRADE1, 2 OR 3 REF NO: DPKISMH 10/2026 (X1 POST)</u> Component: General Surgery
<u>SALARY</u>	: Grade 1: R1 395 528 – R1 479 723 per annum, (all-inclusive salary package) Grade 2: R1 592 274 – R1 688 553 per annum, (all-inclusive salary package) Grade 3: R1 844 151 – R2 301 186 per annum, (all-inclusive salary package) (All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.) Other Benefit (S): Compulsory Commuted Overtime & Medical Aid (Optional).
<u>CENTRE</u>	: Dr Pixley Ka Isaka Seme Memorial Hospital
<u>REQUIREMENTS</u>	: Grade 1: Appropriate qualification Plus registration with HPCSA as a Specialist. In General Surgery. No experience required. Grade 2: Appropriate qualification plus five (05) years post registration Experience as a Medical Specialist in General Surgery. Grade 3: Appropriate qualification plus ten (10) years post registration experience as a Medical Specialist in General Surgery. Senior Certificate /Grade 12 or equivalent, an appropriate tertiary qualification (MBCHB) or equivalent Plus, registration certificate with HPCSA as a Medical Specialist in General Surgery Plus Current registration with HPCSA as a Specialist in General Surgery (2026/2027 receipt). FCS (SA) and MMed (Gen Surg), All successful candidates will have to spend minimum 1 year in service and those candidates with FCS and awaiting MMed may apply and will be considered. Knowledge of current Health and Public Servants legislation, regulation and policy, including Medical Ethics, Epidemiology and Statistics. Ability to provide Specialist Anaesthetic consultation and services. Knowledge, Skills, Training and Competence Required: Sound clinical knowledge within the department of Anaesthesiology. Good communication and human relations

DUTIES

Sound knowledge of clinical procedures and protocols within the discipline. Assessment and management of patients. Participate in continuing professional development. Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationships.

- :
- To execute duties and functions with proficiency, to support the aims and objectives of the institution that are consistent with standards of patient care and to perform duties / functions that fall within the reasonable prescripts of acceptable legislation. To co-ordinate the Hepatobiliary Unit and Burns of DPKISMH with necessary the necessary surgical and administrative skills. Accept responsibility for administration of anaesthesia. Assess patients, plan, initiate and supervise medical care management. Align clinical service delivery plans with hospital plans and priorities. Willingness to participate in the after-hours call system, with an undertaking to sign a contract to participate in commuted overtime per week, is essential. Develop, maintain and audit the correct implementation of clinical protocols and guidelines. Implement and maintain an efficient, effective and seamless service delivery process within the Institution and referring facilities. Plan and provide continuous medical education to multidisciplinary team members and conduct and stimulate research. Supervision of postgraduate and undergraduate training. Participate in postgraduate and other relevant academic / and training programmes. 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 the outreach/in reach programmes. 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. Provide support to the Head of Department, in ensuring an efficient standard of patient care and services are maintained. Leadership and decision-making abilities as well as problem solving and conflict management. Knowledge of Human Resource management. Information management and quality assurance. Ensure the proper and economical use of equipment and other resources. Information management and quality assurance. Ensure the proper and economical use of equipment and other resources.

ENQUIRIES APPLICATIONS

- :
- Dr S.S Kader: HCU: General Surgery – Tel No: (031) 530 1423
- :
- Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360

FOR ATTENTION NOTE

- :
- Deputy Director: HRM
- :
- This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za. Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

CLOSING DATE

- :
- 30 September 2026

<u>POST 33/152</u>	:	<u>MEDICAL SPECIALISTS RADIOLOGY GRADE 1, 2 OR 3 REF NO: DPKISMH 10/2026 (X1 POST)</u> Component: Radiology Department
<u>SALARY</u>	:	Grade 1: R1 395 528 – R1 479 723 per annum, (all-inclusive salary package) Grade 2: R1 592 274 – R1 688 553 per annum, (all-inclusive salary package) Grade 3: R1 844 151 – R2 301 186 per annum, (all-inclusive salary package) (All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.) Other Benefit (S): Compulsory Commuted Overtime & Medical Aid (Optional).
<u>CENTRE REQUIREMENTS</u>	:	Dr Pixley Ka Isaka Seme Memorial Hospital Grade 1: Appropriate qualification Plus registration with HPCSA as a Specialist in Radiology. No experience required. Grade 2: Appropriate qualification plus five (05) years post registration experience as a Medical Specialist in Radiology. Grade 3: Appropriate qualification plus ten (10) years post registration experience as a Medical Specialist in Radiology. Senior Certificate/Grade 12. Appropriate qualification in Medicine, e.g. MBChB or equivalent qualification. Appropriate postgraduate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Radiology, e.g. MMed (Radiology) and/or FC Rad (SA) Diag. Knowledge of clinical governance framework and the legislated norms and standards. Knowledge, Skills, Training and Competence Required: Sound knowledge and clinical expertise in Diagnostic Radiology and the appropriate utilisation of relevant imaging modalities, including X-ray, ultrasound, CT, MRI and other specialised imaging services available at the institution. Competence in accurate interpretation and reporting of diagnostic imaging investigations and identification of urgent and life-threatening radiological findings. Competence in performing and/or supervising appropriate image-guided procedures within the scope of practice. Sound knowledge of radiation safety, radiation protection, contrast media safety and patient safety principles. Knowledge and application of relevant clinical guidelines, radiology protocols, professional standards, medical ethics, legislation and Department of Health policies. Strong clinical decision-making, analytical, problem-solving and prioritisation skills, particularly in emergency and high-volume clinical settings. Excellent written and verbal communication skills, including the ability to provide clear and clinically relevant reports and communicate critical findings timeously to referring clinicians. Ability to work effectively within a multidisciplinary team and provide specialist radiological advice to clinical services. Good leadership, supervisory, mentoring and teaching skills, with the ability to supervise and develop Medical Officers, Registrars and junior medical staff. Computer literacy and ability to utilise PACS, RIS and other relevant electronic clinical information systems. Ability to participate in clinical governance, quality assurance, clinical audits, morbidity and mortality reviews and quality-improvement initiatives. Ability to contribute to research, undergraduate and postgraduate teaching, continuing professional development and service development. Ability to manage workload effectively, meet appropriate turnaround times and function independently and under pressure. Ability to contribute to radiology outreach services and strengthen referral and diagnostic support to referring facilities. Commitment to providing safe, ethical, patient-centred and evidence-based specialist radiology services.
<u>DUTIES</u>	:	Provide comprehensive and quality specialist radiology services to patients, including interpretation and reporting of radiological investigations and appropriate clinical advice to referring clinicians. Perform and/or supervise appropriate diagnostic and image-guided radiological procedures within the scope of practice and ensure compliance with relevant clinical and safety protocols. Participate in the provision of emergency, after-hours, weekend and public holiday radiology services as required by the institution. Participate in clinical governance activities, including clinical audits, quality assurance programmes, morbidity and mortality reviews, risk management and implementation of quality improvement initiatives. Promote the appropriate and cost-effective utilisation of radiological investigations, equipment, consumables and other departmental resources. Participate in multidisciplinary clinical meetings and provide specialist radiological input to support appropriate diagnosis, management and referral of patients. Provide teaching, training, supervision and mentorship to Registrars, Medical Officers, interns, students and other relevant healthcare professionals. Participate in undergraduate and postgraduate teaching, continuing professional development and academic

activities within the institution. Participate in research activities and contribute to the development and implementation of evidence-based radiology practices. Participate in radiology outreach services and provide specialist support to referring healthcare facilities, where required. Contribute to the development, implementation and review of departmental policies, guidelines, protocols and standard operating procedures. Participate in the planning, monitoring and evaluation of radiology services and contribute to improving service delivery, turnaround times and patient outcomes. Ensure accurate clinical documentation, reporting and maintenance of appropriate patient and departmental records. Participate in departmental, institutional and relevant clinical governance meetings and committees. Manage and utilise radiology resources responsibly and contribute to the identification of equipment, infrastructure, staffing and service delivery needs. Maintain professional competence and comply with the requirements of the Health Professions Council of South Africa and relevant Department of Health policies, legislation and regulations. Perform administrative and other duties as delegated by the Head of Clinical Unit/Clinical Manager or relevant supervisor.

ENQUIRIES
APPLICATIONS

: Dr Z Zikalala: HCU: Radiology Tel No: (031) 530 1423
: Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360

FOR ATTENTION
NOTE

: Deputy Director: HRM
: This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za. Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

CLOSING DATE

: 30 September 2026

POST 33/153

: **NURSING MANAGER (PN-A 9 – LEVEL 3 HOSPITAL) REF NO: NURSMAN/1/2026**

SALARY
CENTRE
REQUIREMENTS

: R1 201 302 per annum, (all-inclusive salary package)
: Inkosi Albert Luthuli Central Hospital (IALCH)
: Basic R425 qualification Degree/Diploma in General Nursing. Current registration with SANC as General Nurse. A minimum of 10-years appropriate / recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 5 -years of the period referred to above must be appropriate / recognizable experience at management level. Additional Qualification: Diploma in Midwifery and Diploma/Degree in Nursing Administration and Education Any Speciality in Nursing Experience of Managing Complex Nursing Environment Knowledge, Skills, Training and Competencies Required: Knowledge of relevant legislative framework governing the public service. Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices. Possess

communication skills for dealing with patients, and other members of the multi-disciplinary team including the writing of reports. Good human relations displaying a concern for patients, promoting and advocating patients' needs and expectations (Batho Pele). High concern for excellence, tenacity and resilience. Leadership and management skills. Problem analysis and decision-making skills. Demonstrate a basic understanding of HR and Financial policies and practices. Demonstrate basic computer literacy as a support tool to enhance service delivery. Ability to plan and organise own work, time and that of support personnel to ensure proper nursing care in the units. Be able to work under pressure.

DUTIES

: Provide guidance and leadership towards the realization of strategic goals and objectives of the nursing division. Provide professional, technical and management support for the provision of quality patient care through proper management of nursing care programs. Advocate and ensure the promotion of nursing ethos and professionalism. Develop and monitor the implementation of policies, programmes, regulations, practices, procedures and standards pertaining to nursing care. Represent Nursing Department in the Senior Management Team. Establish, maintain and participate in inter-professional and multi-disciplinary teamwork that promotes efficient and effective patient care across all domains. Ensure effective management, supervision and utilization of human and material resources. Ensure adherence to prescribed nursing policies and procedures. Supervise and ensure the provision of an effective and efficient patient care through adequate nursing care. Deal with disciplinary and grievance matters. Evaluate and monitor compliance with clinical protocols, norms and standards of the hospital. Participate in implementation and adherence to National Core Standards. Work effectively and amicably with persons of diverse intellectual, cultural, racial or religious differences.

ENQUIRIES

: Mr. EB Msibi Tel No: (031) 240 1001

APPLICATIONS

: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za

NOTE

: An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

CLOSING DATE

: 28 September 2026

<u>POST 33/154</u>	:	<u>MEDICAL OFFICERS REF NO: DPISMH 14/2026 (X2 POSTS)</u> Component: Emergency Department
<u>SALARY</u>	:	Grade 1: R1 001 349 – R1 041402 per annum, (all-inclusive salary package) Grade 2: R1 142 553 – R1 188 255 per annum, (all-inclusive salary package) Grade 3: R1 322 352 – R1 375 245 per annum, (all-inclusive salary package) All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, Plus Commuted Overtime; Medical Aid (Optional).
<u>CENTRE REQUIREMENTS</u>	:	Dr Pixley Ka Isaka Seme Memorial Hospital
	:	Grade 1: Appropriate qualification that allows registration with HPCSA as Medical Practitioner. Grade 2: Appropriate qualification that allows registration with HPCSA as Medical Practitioner with a minimum of five (05) years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner. Grade 3: Appropriate qualification that allows registration with the HPCSA as Medical Practitioner with a minimum experience of 10 years appropriate Experience as Medical Practitioner. Senior Certificate, An appropriate tertiary qualification (MBChB) Plus, Registration certificate with HPCSA as a Medical Practitioner. Current registration with HPCSA as a Medical Practitioner. Completion of Community Service is mandatory. Community Service officers will not be considered. Ability to identify the need for and refer accordingly. Maintain proper medical records. Knowledge of clinical governance framework and the legislated norms and standards. Knowledge, Skills, Training and Competence Required: Sound communication, negotiation, planning, organising, leadership, decision – making and interpersonal skills. Ability to work in multi-disciplinary team setting. Have knowledge & skills in basic clinical care. Ability to manage patients independently. Ability to work and maintain meaningful relationships with a diverse community. Ability to make a positive contribution in a busy department. Resilience and ability to cope with change. Additional postgraduate courses (ACLS, BLS, ATLS etc.) would be added advantage. Basic knowledge of medical practice ethics. Unendorsed valid code B driver's license (Code 08)
<u>DUTIES</u>	:	Responsibility for care of patients at the emergency department. Participate in 24-hour clinical coverage by performing commuted overtime. Attendance of ward rounds and participation in the academic programmes. Provide initial resuscitative, and care of patients. Ensure that the scientific principles of clinical care are maintained. Ensure clinical effectiveness and efficiency Participate in clinical audit programmes as and when scheduled. Participate in quality improvement programmes. Participate in effective management of complaints and patient safety incidents. Ensure compliance with current legislative and ethical principles. Ensure sound labour relations in compliance with the relevant legislation while maintaining the interest of the patients. Participate in outreach programmes. Provide training for nurses, junior staff, interns and medical students. Examination, diagnosis and total management of Orthopaedic Patients. Identification and management of emergencies.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr S Pillay: HCU: Emergency Department Tel No: (031) 530 1423
	:	Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360
<u>FOR ATTENTION NOTE</u>	:	Deputy Director: HRM
	:	This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website- www.kznhealth.gov.za . Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged.

Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

CLOSING DATE

:

30 September 2026

POST 33/155

:

MEDICAL OFFICER REF NO: DPKISMH 12/2026 (X1 POST)

Component: Orthopaedic Department

SALARY

:

Grade 1: R1 001 349 – R1 041402 per annum, (all-inclusive salary package)
Grade 2: R1 142 553 – R1 188 255 per annum, (all-inclusive salary package)
Grade 3: R1 322 352 – R1 375 245 per annum, (all-inclusive salary package)
All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, Plus Commuted Overtime; Medical Aid (Optional).

CENTRE

:

Dr Pixley Ka Isaka Seme Memorial Hospital

REQUIREMENTS

:

Grade 1: Appropriate qualification that allows registration with HPCSA as Medical Practitioner. **Grade 2:** Appropriate qualification that allows registration with HPCSA as Medical Practitioner with a minimum of five (05) years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner. **Grade 3:** Appropriate qualification that allows registration with the HPCSA as Medical Practitioner with a minimum experience of 10 years appropriate Experience as Medical Practitioner. Senior Certificate, An appropriate tertiary qualification (MBChB) Plus, Registration certificate with HPCSA as a Medical Practitioner. Current registration with HPCSA as a Medical Practitioner. Completion of Community Service is mandatory. Community Service officers will not be considered. Knowledge, Skills, Training and Competence Required: Sound communication, negotiation, planning, organising, leadership, decision – making and interpersonal skills. Ability to work in multi-disciplinary team setting. Have knowledge & skills in basic clinical care. Ability to manage patients independently. Ability to work and maintain meaningful relationships with a diverse community. Ability to make a positive contribution in a busy department. Resilience and ability to cope with change. Additional postgraduate courses (ACLS, BLS, ATLS etc.) would be added advantage. Basic knowledge of medical practice ethics. Unendorsed valid code B driver's license (Code 08). Ability to identify the need for and refer accordingly. Knowledge of clinical governance framework and the legislated norms and standards.

DUTIES

:

Responsibility for care of patients at Orthopaedic units including Outpatient, wards, Theatre and ICU Participate in 24-hour clinical coverage by performing commuted overtime. Attendance of ward rounds and participation in the academic programmes. Provide initial resuscitative and peri-operative clinical care of patients. Ensure that the scientific principles of clinical care are maintained. Ensure clinical effectiveness and efficiency. Participate in clinical audit programmes as and when scheduled. Participate in quality improvement programmes. Participate in effective management of complaints and patient safety incidents. Ensure compliance with current legislative and ethical principles. Ensure sound labour relations in compliance with the relevant legislation while maintaining the interest of the patients. Participate in outreach programmes. Provide training for nurses, junior staff, interns and medical students. Examination, diagnosis and total management of Orthopaedic Patients. Identification and management of emergencies. Maintain proper medical records.

ENQUIRIES

:

Dr PG Mthethwa: HCU: Orthopaedic Tel No: (031) 530 1423

APPLICATIONS

:

Directives to Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360

FOR ATTENTION

:

Deputy Director: HRM

NOTE

:

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

Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za. Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

<u>CLOSING DATE</u>	:	30 September 2026.
<u>POST 33/156</u>	:	<u>PHARMACIST GRADE1, 2 & 3 REF NO: DPKISMH 11/2026 (X1 POST)</u> Component: Pharmacy
<u>SALARY</u>	:	Grade 1: R882 816 – R936 987 per annum Grade 2: R954 339 – R1 011 516 per annum Grade 3: R1 041 402 – R1 104 669 per annum
<u>CENTRE</u>	:	Dr Pixley Ka Isaka Seme Memorial Hospital
<u>REQUIREMENTS</u>	:	Grade 1: Appropriate qualification and registration with SACP as Pharmacist - One (1) year relevant experience after registration as a pharmacist with a recognized foreign health professional council in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. Grade 2: Five (5) years relevant experience after registration with SACP as a pharmacist. Six (6) years relevant experience after registrations as a pharmacist with a recognized foreign health professional council in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. Grade 3: Thirteen (13) years relevant experience after registration with SACP as a pharmacist. – fourteen (14) years relevant experience after registration as a pharmacist with a recognized foreign health professional council in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. All-inclusive salary package: 70% and 30% flexible portion can be restructured. Senior Certificate STD 10 / Grade 12 plus a National Diploma / Degree in Pharmacy plus, Current registration as a Pharmacist with the SACP plus, registration as a Pharmacist with a recognized foreign health professional council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Knowledge, Skills, Training and Competence Required: Computer Literacy and Unendorsed valid Code B driver's licence (Code 08). Sound knowledge of legislation applicable to Pharmacy practices. Team building, conflict management and analytical skills. Appropriate clinical and theoretical knowledge. Professional concern for excellence. Sound interpersonal, communication, planning and organising skills. Sound knowledge of Human Resource Management and staff relations legislation. Willingness to tutor and mentor pharmacist's assistants and interns. Knowledge of the principles of stock replenishment and the operation of a Pharmacy Store. Computer literacy for provisioning of dispensing services to patients. To provide cost effective, high quality pharmaceutical services to patients, wards and clinics within all applicable legislations.
<u>DUTIES</u>	:	Maintain accurate and appropriate records in line with legal requirements. Provision of pharmaceutical services to wards and departments. Provision of pharmaceutical services by dispensing prescriptions. Participate in pharmacy related committees (PTC, Antibiotic Stewardship and Pharmacovigilance).

Engage in effective communication with departments and service providers to ensure high service quality is rendered. Maintain proper use and care of all resources and ensure optimal usage. Perform standby duties and overtime when required (after hours services). Participate in staggered working hours to improve patient access to medicines as per roster. Plan own work and administer work procedures to meet the objectives for the department ensuring efficient service delivery. Make recommendations with regard to policies / strategies for the effective functioning of Pharmacy department. Assist and train staff according to departmental requirements. Be willing to be a tutor for students and interns. Ensure implementation, monitoring and evaluation of EPMDS (Pharmacist Assistant). Maintain stock levels and ensure availability of medicines. Implementation of the Standard Procedures, good pharmacy practice, norms and standards with regards to the procurement, storage and dispensing of pharmaceuticals. Compile and analyse medicine availability reports and take corrective actions to prevent medicine stock outs.

**ENQUIRIES
APPLICATIONS**

: Ms ENN Makhanya: DD- Pharmaceutical Services Tel No: (031) 530 1410
: Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360.

**FOR ATTENTION
NOTE**

: Deputy Director: HRM
: This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za. Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

CLOSING DATE

: 30 September 2026.

POST 33/157

: **OPERATIONAL MANAGER (PHC) REF NO: BAL 01/2026 (X1 POST)**
Component: Ballito Clinic

SALARY

: Grade 1: R720 819 - R821 454 per annum. Plus 8% rural allowance. Other Benefits: 13th Cheque, Medical aid (optional), and Housing Allowance (Employee must meet prescribed requirements).

**CENTRE
REQUIREMENTS**

: Ilembe Health District Office (KwaDukuza Primary Health Care)
: Matric Certificate or Grade 12 (Senior Certificate). Diploma or Degree in General Nursing Science and Midwifery that allows registration with SANC as a General Nurse, plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) plus, Registration Certificate with SANC as a General Nurse with Midwifery and Primary Health Care, plus, Current Registration with SANC (2026). A minimum of 09 years appropriate/recognizable nursing experience as a General Nurse after registration of which 05 years must be appropriate recognizable experience after obtaining 1 year post basic qualification in Primary Health Care nursing and registration as a clinical nurse practitioner. Preference will be given to candidate who possess a valid Code 08 Drivers License and have computer

literacy. Knowledge, Skills, Training and Competence Required: Knowledge of all applicable legislations such as Nursing Act, Mental Act, OH&S Act, Batho Pele Principles and Patients Right Charter, Labour Relations Act, Grievance procedure, etc. Knowledge of public service regulations. Disciplinary code, human resource policies, hospital generic and specific policies. Leadership, organizational, decision making and problem solving, conflict handling and counselling. Financial and budgetary knowledge. Good listening and communication skills. Co-ordination and planning skills. Team building and supervisory skills. Good interpersonal relationship skills. Good insight of procedures and policies pertaining to nursing care. Ability to assist in information of patient care related policies. Computer skills in basic programmed.

DUTIES

: Monitor and evaluate the performance of Primary health care services and systems within the designated services area in the line with public health indicators, set standards and target with a view to report thereon and initiate a corrective active timeously. Analyse health policy and programmed imperatives with a view to develop customize implementation strategies to guide to primary health care services providers in the service area towards complying with the stated norms, standard and target. Participate actively in Operations Sukuma sakhe. Monitor implementation of PHC re-engineering. Ensure that compliant management is functional in the clinic. Participate in achieving norms and standards (OHSC). Contribute to the realization of ideal clinic status determination. Identify transversal health care and systems barrier (including emerging health trend in service areas) with a view to ensure corrective action at appropriate level. Ensure and monitor that primary health service within the designated service areas are provided with adequate support by multi-disciplinary teams attached to the clinics as well as other corporate services attached to the facility. Ensure an integrated approach with the implementation of various primary health care programmers provide a seamless services delivery platform, including prioritizing needs of the service area and allocate resources accordingly. Ensure that effective and efficient utilization of allocated resources, including the development of staff, procurement planning inputs and maintenance of prescribed information management systems.

ENQUIRIES APPLICATIONS

: Mrs R Bhagwandin Tel No: (032) 437 3500
: Please forward all applications to: The Director: District Health Office, ILembe Health District Office, Private Bag X10620, KwaDukuza, 4450 OR Hand delivered to: corner of 1 King Shaka Street and Cato Street, King Shaka Centre, KwaDukuza, 4450 or Email it to mandla.mthembu@kznhealth.gov.za

FOR ATTENTION NOTE

: Mr M.D Mthembu
: Directions to Candidates: The following documents must be submitted, the most recent Z83 application form for employment which is obtainable at any Government Department or the website: www.kznhealth.gov.za, The Z83 form must be completed in full. The reference number must be indicated in provided form Z83 e.g. EMRSILE 01/2024. Detailed Curriculum Vitae (CV). Information such as Educational qualification dates(s) of registration with council, relevant work experience and periods in service should be clearly indicated on the CV. Applicants are not required to submit Copies of qualification and other relevant documents on application. Such documents will be requested from shortlisted candidates only. Applications must be submitted on or before the closing date. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). Persons with disabilities should feel free to apply for the post Further, respective successful candidate will be required to enter into a permanent employment contract with the Department of Health and a Performance Agreement with his/her immediate supervisor. 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. The Department Reserves the Right to or not to make appointment(s) to the advertised post(s) Applicants in possession of a foreign qualifications are not required to submit Copies of qualifications and other relevant documents on application. Such documents will be requested only if

shortlisted. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. NB: Due to financial constraints, there will be no payment of S & T allowance to candidates attending the interviews. This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department."

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/158</u>	:	<u>CLINICAL PROGRAMME CO-ORDINATOR REF NO: IPC1/2026</u> Department: Infection Prevention and Control Practitioner
<u>SALARY</u>	:	Grade 1: R571 161. Plus 13th cheque, homeowner's allowance; Employee must meet the prescribed requirements and Medical Aid optional.
<u>CENTRE</u>	:	Inkosi Albert Luthuli Central Hospital
<u>REQUIREMENTS</u>	:	Senior Certificate/Grade 12 Degree / Diploma in Nursing Science and Midwifery or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse Current registration with the South African Nursing Council (SANC) 2026 A minimum of 7 years appropriate /Recognized Experience in Nursing after registration with SANC in General nursing Additional Qualifications: Certificate in Infection Prevention and control Valid driver's license Knowledge, Skills And Competencies Demonstrate an in depth understanding of nursing legislation and related legal and Ethical nursing practices and how this impacts on service delivery. Knowledge of Infection Control policies and guidelines. Leadership, Organizational, Decision making and problem-solving skills Good communication, interpersonal relations. Demonstrate basic understanding of Human Resource and Financial policies and Practices. Computer Literacy.
<u>DUTIES</u>	:	Develop and implement an Infection prevention and control plan for the institution. Ensure that Infection prevention and control as well as Antibiotic stewardship committee are in place and functional. Promote Infection prevention and culture within the institution by conducting relevant workshops, Audits, meetings and awareness. Identify Infection control risks and make recommendations on mitigation strategies. Provide training to all categories of staff on Infection policies, principles and practices. Conduct Infection prevention and control Surveillance and report on incidence and prevalence of alert organisms and communicable diseases to District and to Communicable Disease Centre. Identify and report all Hospital Acquired Infections. Visits the Departments within the institution to identify infection prevention and control risks. Ensure that all departments comply with Infection Prevention and control Framework, protocols and guidelines. Identify outbreaks of infections, initiate investigation and control measures in collaboration with Infection prevention and control Committee. Provide effective and efficient Infection Prevention and Control service in the institution. Serve as a Clinical governance champion in the facility, ensuring effective clinical risk management system. Review institutional Infection prevention and control Standard operating procedures. Provide advice on various aspects of infection prevention and control, relevant policies to management.
<u>ENQUIRIES</u>	:	Mrs. GF Mncwango - Assistant Nurse Manager Nursing (M&E) Tel No: (031) 240 1083
<u>APPLICATIONS</u>	:	All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	:	All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and

recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying.

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/159</u>	:	<u>CLINICAL NURSE PRACTITIONER (PHC) REF NO: GLEN 01/2026 (X2 POSTS)</u> Component: Glenhills Clinic
<u>SALARY</u>	:	Grade 1: R495 423 - R581 931 per annum Grade 2: R607 350 - R752 913 per annum plus 8% rural allowance Other Benefits: 13th Cheque, Medical aid (optional), and Housing Allowance (Employee must meet prescribed requirements).
<u>CENTRE REQUIREMENTS</u>	:	Ilembe Health District Office (KwaDukuza Primary Health Care) : Grade 1: Matric Certificate or Grade 12 (Senior Certificate) Diploma or Degree in General Nursing Science and Midwifery that allows registration with SANC as a General Nurse, plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) plus, Registration Certificate with SANC as a General Nurse with Midwifery and Primary Health Care, plus, Current Registration with SANC (2026) A minimum of 4 years appropriate/ recognizable nursing experience as s General Nurse. Minimum Requirements for the post: Grade 2: Matric Certificate or Grade 12 (Senior Certificate) Diploma or Degree in General Nursing Science and Midwifery that allows registration with SANC as a General Nurse, plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC Registration Certificate with SANC as a General Nurse with Midwifery and Primary Health Care, plus, Current Registration with SANC (2026). A minimum of 14 years appropriate/ recognizable nursing experience after registration as s General Nurse with SANC of which 10 years of the period must be appropriate/ recognizable PHC experience after obtaining a one year post basic qualification in Primary Health Care. NB: Please note that most of the Clinics in KwaDukuza Sub District operates from 07h00 to 18h00. KwaDukuza Clinic operates over 24 hours, Mpumelelo and Groutville Clinic operates on call after 18h00. Staff may be requested to relieve/ allocated in any of the nine (09) facilities within the Sub District if and when the need arises. Knowledge, Skills, Training and Competence Required: Knowledge of all applicable legislations such as Nursing Acts, Mental Acts, OH & S Act, Batho Pele Principles and Patient's Rights Charter, Labour Relations Act, Grievance procedure, 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 skills. Good interpersonal relationship skills. Good insight of procedures and policies pertaining to nursing care. Ability to assist in information of patient care related policies.
<u>DUTIES</u>	:	Provide quality comprehensive Primary Health Care by providing promotive, preventive, curative and rehabilitative services for the clients and community. Ensuring proper utilization and safekeeping of basic medical equipment, surgical and pharmaceutical stock. Assist in orientation, induction and monitoring of all nursing staff. Provide direct and indirect supervision of all nursing staff and to give guidance. To provide nursing care that leads to

improved health service delivery by upholding principles of Batho Pele. Execute duties and functions with proficiency and perform duties according to scope of practice. Implement infection control standards and practices to improve quality nursing care. Assist with conducting clinical audits and developing quality improvement plans. Improve the knowledge of staff and patients through health education and in service training. Implement Nursing care standards, and practices for quality nursing care according to guidelines and prescripts. Maintain a constructive working relationship with nursing and other stakeholders, implementation of the Integrated Multi Stakeholder Health Promotion Strategy. Management of patients records, both written and electronic. Ensuring proper utilization of Human, material and financial resources and keeping up to date records of resources. Ability to plan and organize own work and that of support personnel to ensure proper nursing care in the clinic. Motivate junior staff regarding development in order to increase level of expertise and assist patients to develop a sense of self-care. Strengthen data systems and treatment outcomes by assisting and capturing on Tier.net. Ensure the collection, collation and timeous submission of accurate verified data. Support the realization and maintenance of ideal Clinic and OHSC Programme in the facility.

ENQUIRIES
APPLICATIONS

: Mrs R Bhagwandin Tel No: (032) 437 3500
: Please forward all applications to: The Director: District Health Office, ILembe Health District Office, Private Bag X10620, KwaDukuza, 4450 OR Hand delivered to: corner of 1 King Shaka Street and Cato Street, King Shaka Centre, KwaDukuza 4450 or Email it to mandla.mthembu@kznhealth.gov.za

FOR ATTENTION
NOTE

: Mr M.D Mthembu
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CLOSING DATE

: 28 September 2026

<u>POST 33/160</u>	:	<u>CLINICAL NURSE PRACTITIONER (PHC) REF NO: MOB 01/2026 (X1 POST)</u> Component: Mobile Clinic
<u>SALARY</u>	:	Grade 1: R495 423 - R581 931 per annum Grade 2: R607 350 - R752 913 per annum plus 8% rural allowance Other Benefits: 13th Cheque, Medical aid (optional), and Housing Allowance (Employee must meet prescribed requirements)
<u>CENTRE REQUIREMENTS</u>	:	Ilembe Health District Office (KwaDukuza Primary Health Care)
	:	Grade 1: Matric Certificate or Grade 12 (Senior Certificate) Diploma or Degree in General Nursing Science and Midwifery that allows registration with SANC as a General Nurse, plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) plus, Registration Certificate with SANC as a General Nurse with Midwifery and Primary Health Care, plus, Current Registration with SANC (2026) A minimum of 4 years appropriate/ recognizable nursing experience as s General Nurse. Code 10 Drivers License. Requirements: Grade 2: Matric Certificate or Grade 12 (Senior Certificate) Diploma or Degree in General Nursing Science and Midwifery that allows registration with SANC as a General Nurse, plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC Registration Certificate with SANC as a General Nurse with Midwifery and Primary Health Care, plus, Current Registration with SANC (2026). A minimum of 14 years appropriate/ recognizable nursing experience after registration as s General Nurse with SANC of which 10 years of the period must be appropriate/ recognizable PHC experience after obtaining a one year post basic qualification in Primary Health Care. Code 10 Drivers License. NB: Please note that most of the Clinics in KwaDukuza Sub District operates from 07h00 to 18h00. KwaDukuza Clinic operates over 24 hours, Mpumelelo and Groutville Clinic operates on call after 18h00. Staff may be requested to relieve/ allocated in any of the nine (09) facilities within the Sub District if and when the need arises. Knowledge, Skills, Training And Competence Required: Knowledge of all applicable legislations such as Nursing Acts, Mental Acts, OH & S Act, Batho Pele Principles and Patient's Rights Charter, Labour Relations Act, Grievance procedure, 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 skills. Good interpersonal relationship skills. Good insight of procedures and policies pertaining to nursing care. Ability to assist in information of patient care related policies.
<u>DUTIES</u>	:	Provide quality comprehensive Primary Health Care by providing promotive, preventive, curative and rehabilitative services for the clients and community. Ensuring proper utilization and safekeeping of basic medical equipment, surgical and pharmaceutical stock. Assist in orientation, induction and monitoring of all nursing staff. Provide direct and indirect supervision of all nursing staff and to give guidance. To provide nursing care that leads to improved health service delivery by upholding principles of Batho Pele. Execute duties and functions with proficiency and perform duties according to scope of practice. Implement infection control standards and practices to improve quality nursing care. Assist with conducting clinical audits and developing quality improvement plans. Improve the knowledge of staff and patients through health education and in service training. Implement Nursing care standards, and practices for quality nursing care according to guidelines and prescripts. Maintain a constructive working relationship with nursing and other stakeholders, implementation of the Integrated Multi Stakeholder Health Promotion Strategy. Management of patients records, both written and electronic. Ensuring proper utilization of Human, material and financial resources and keeping up to date records of resources. Ability to plan and organize own work and that of support personnel to ensure proper nursing care in the clinic. Motivate junior staff regarding development in order to increase level of expertise and assist patients to develop a sense of self-care. Strengthen data systems and treatment outcomes by assisting and capturing on Tier.net. Ensure the collection, collation and timeous submission of accurate verified data. Support the realization and maintenance of ideal Clinic and OHSC Programme in the facility.
<u>ENQUIRIES APPLICATIONS</u>	:	Mrs R Bhagwandin Tel No: (032) 437 3500
	:	Please forward all applications to: The Director: District Health Office, Ilembe Health District Office, Private Bag X10620, KwaDukuza, 4450 OR Hand

**FOR ATTENTION
NOTE**

delivered to: corner of 1 King Shaka Street and Cato Street, King Shaka Centre, KwaDukuza, 4450 or Email it to mandla.mthembu@kznhealth.gov.za
Mr M.D Mthembu

Directions to Candidates: The following documents must be submitted, the most recent Z83 application form for employment which is obtainable at any Government Department or the website: www.kznhealth.gov.za, The Z83 form must be completed in full. The reference number must be indicated in provided form Z83 e.g. EMRSILE 01/2024. Detailed Curriculum Vitae (CV). Information such as Educational qualification dates(s) of registration with council, relevant work experience and periods in service should be clearly indicated on the CV. Applicants are not required to submit Copies of qualification and other relevant documents on application. Such documents will be requested from shortlisted candidates only. Applications must be submitted on or before the closing date. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). Persons with disabilities should feel free to apply for the post Further, respective successful candidate will be required to enter into a permanent employment contract with the Department of Health and a Performance Agreement with his/her immediate supervisor. 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. The Department Reserves the Right to or not to make appointment(s) to the advertised post(s) Applicants in possession of a foreign qualifications are not required to submit Copies of qualifications and other relevant documents on application. Such documents will be requested only if shortlisted. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. NB: Due to financial constraints, there will be no payment of S & T allowance to candidates attending the interviews. This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department."

CLOSING DATE

28 September 2026

POST 33/161

ASSISTANT DIRECTOR: HUMAN RESOURCE MANAGEMENT REF NO: ETH 04 /2026 (X1 POST)

Component: Human Resource Management

SALARY

R487 197 – R573 987 per annum. Other Benefits Home Owner Allowance (conditions apply) ,13th Cheque (conditions apply), Medical Aid (Optional).

**CENTRE
REQUIREMENTS**

eThekweni District Office
Senior Certificate or equivalent Bachelor's Degree or National Diploma in Human Resource Management/ Personnel Management/ Human Resource Development or Public Management. A minimum of five years operational experience in Human Resource of which three years of that must be supervisory experience in Human Resource. Valid Driver's license. Knowledge, Skills, Training and Competencies Required: Knowledge of Public Service Act, Public Service Regulations and other prescripts applicable to Human Resource. Knowledge of PERSAL system Knowledge of basic principles of HR Management. Ability to interpret and apply policies, acts, ability to comprehend Human Resource issues. Interpersonal relations, innovation and communication skills. Financial Management, Change Management. Time management, facilitation skill, risk management. Good interpersonal relation skills. Computer literacy. Auditing skill and report writing skills Problem solving and Decision-making skills.

DUTIES

Provide strategic leadership of human resource management for the facility. Manage all Human Resource components, that is, Human Resource Practices, Human Resource Planning and Development, Staff Relations and Employee Wellness and ensure the provision efficient and effective services are provided. Monitor and evaluate human resource activities of the district office human

resource. Ensure quality development of HRMS in line with norms and standards for CHC Ideal Clinic Realization and Maintenance Programme. Ensure effective human resource records and documents management system. Manage the payroll programme. Ensure the timely and efficient compensation of employees. Manage recruitment, selection and verification processes. Ensure the co-ordination of Institutional Management Labour Committee Meetings (IMLC). Ensure training of staff on labour relations matters. Ensure compliance with grievance and disciplinary procedures. Coordination of conciliation, mediation and arbitration proceedings. Ensure that misconduct cases in the institution are dealt with timeously. Oversee co-ordination of Institutional Employee Health and Wellness activities. Provide leadership in managing processes of aligning organizational, and post establishment structures with emerging service delivery demands as well as the imperatives set in the Annual Performance Plan for the facility or the district office. Serve in the transformation activities of the department and the district office such budget allocations as well as standard and workload statistics. Conduct staff satisfaction surveys and exit interviews. Oversee the effective implementation of the Human Resource Management policy imperatives and ensure consistency in the application. Develop strategies aimed at improving service delivery. Ensure and facilitate the consolidation of HR Plan for the facility. Provide early warnings and develop innovative solutions to overcome identified problem areas.

**ENQUIRIES
APPLICATIONS**

: Mrs. N.F. Mapumulo Tel No: (031) 273 5307
: May be hand delivered or courier to forwarded to: The Human Resource Manager, EThekweni District Office, 85 King Cetshwayo Highway, Mayville, Durban, 4000. Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs. Applications may alternatively be emailed to: EtheKwiniDistrictHealth.HRJobApplication@kznhealth.gov.za quoting reference number only in the subject line.

NOTE

: Directions To Candidates: The applicant must submit a fully completed Z83 form and a detailed Curriculum Vitae (CV) only (Only shortlisted candidates will be required to submit proof of all documents and Certificate of Service endorsed by Human Resources). The official Z83 form 'Application for employment' (the new amended version of the Z83 form effectively from 01/01/2021 must be used only; the old Z83 form will be rejected, if used). The amended Z83 application for employment form is obtainable at any Government Department OR downloaded from the website – www.kznhealth.gov.za or www.dpsa.gov.za/vacancies. The 'Reference Number' and 'Position' for which are applying (as stated in the advert) must be clearly indicated in the columns provided on the form Z 83 e.g. Reference number PMMH 01/2026. Applications may also be submitted online via the KZN e-Recruitment System at www.kznonline.gov.za/kznjobs. Applicants must register, complete their profile and upload their CV. 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). To be appointed at Senior Management Service (SMS) level, you must complete the SMS Pre-entry programme offered by the National School of Government (NSG). Find course details here: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/> appointment is subject to successful competition of the Nyukela Programme: Pre-entry Certificate to SMS. Only shortlisted candidates will submit proof before interview. All shortlisted candidates, including SMS shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (ethical conduct) assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. The successful candidate would be required to sign a performance agreement within three months of appointment. Please note that due to the high number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, consider your application as unsuccessful, please. African males and Persons with disabilities from all designated race groups are encouraged to apply for the post. Please note that no S&T payments will be considered for payment to candidates who are invited for interviews. It is the

shortlisted candidate's responsibility to have a foreign qualification, which is a requirement of the post, evaluated by the South Africans Qualifications authority (SAQA). Failure to comply will result in the application not being considered. The Department reserves the right not to fill the post/s. Failure to comply with the above instructions will disqualify applicants. (This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.)

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/162</u>	:	<u>ASSISTANT DIRECTOR: FINANCE M & E REF NO: ETH 05 /2026 (X1 POST)</u> Component: Finance M&E
<u>SALARY</u>	:	R487 197 –R573 987 per annum. Other Benefits Home Owner Allowance (conditions apply) ,13th Cheque (conditions apply), Medical Aid (Optional).
<u>CENTRE</u>	:	eThekweni District Office
<u>REQUIREMENTS</u>	:	Senior Certificate or equivalent qualification Degree or Advanced Diploma in Cost and Management Accounting/Financial Management at NQF level 7 A minimum of five (5) years' experience in Financial Management of which three (3) years' must be supervisory experience in Financial Management environment. Valid driver's license Knowledge, Skills, Training and Competencies Required: Detailed knowledge of budgeting and financial management area of operation and associated processes. Ability to communicate with all stakeholders and role –players at all levels in clear and unambiguous language. Good knowledge of Public Finance Management as well as relevant Acts and Regulations. Sound Management, negotiation, interpersonal and problem-solving skills. Knowledge of Labour Relations, discipline and grievance procedure. Good organizational and planning skills and ability to make independent decisions. Knowledge of departmental and transversal systems e.g. (PERSAL, Vulindlela and BAS). Knowledge of MS office Software applications. Numerical skills and understanding of grant funding management.
<u>DUTIES</u>	:	The incumbent of this post will report to the Deputy Director: Finance M&E and will be responsible to report on activities to ensure effective and efficient production of reliable information on the District Grants financial Management of the Department. Facilitate development of grant funding business plan per financial year. Coordinate, manage and collate/consolidate budget estimates for grant funding as per business plans. Facilitate the division/distribution of the budget allocation between all sub-programmes. Prepare, analyse and report on expenditure versus budget for the entire grant funding in the district. Manage, coordinate and provide guidance to cash flow meetings and spending patterns. Identify, rate and institute control measures to minimise financial risks in the district. Conduct analysis on the expenditure trend to determine whether budgetary allocations are in line with the envisaged output performance and targets as per business plan. Provide regular reports pertaining to the grant performance for example DORA reports, variance reports and other reports. Manage the journalising process within the institution. Ensure correct staff linking and verification within objectives and responsibility. Manage resources with the sub-directorate. Conduct support visits to institutions within the district.
<u>ENQUIRIES</u>	:	Mr. A. Bera Tel No: (031) 273 5307
<u>APPLICATIONS</u>	:	May be hand delivered or courier to forwarded to: The Human Resource Manager, EThekweni District, Office 85 King Cetshwayo Highway, Mayville, Durban, 4000. Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs . Applications may alternatively be emailed to: EtheKweniDistrictHealth.HRJobApplication@kznhealth.gov.za quoting reference number only in the subject line.
<u>NOTE</u>	:	Directions To Candidates: The applicant must submit a fully completed Z83 form and a detailed Curriculum Vitae (CV) Only. Only shortlisted candidates will be required to submit proof of all documents and Certificate of Service endorsed by Human Resources The official Z83 form 'Application for employment' (the new amended version of the Z83 form effectively from 01/01/2021 must be used only; the old Z83 form will be rejected, if used). The amended Z83 application for employment form is obtainable at any Government Department or downloaded from the website – www.kznhealth.gov.za or www.dpsa.gov.za/vacancies . The 'Reference Number' and 'Position' for which are applying (as stated in the advert) must be clearly indicated in the columns provided on the form Z 83 e.g. Reference

number PMMH 01/2026. Applications may also be submitted online via the KZN e-Recruitment System at www.kznonline.gov.za/kznjobs. Applicants must register, complete their profile and upload their CV. 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). To be appointed at Senior Management Service (SMS) level, you must complete the SMS Pre-entry programme offered by the National School of Government (NSG). Find course details here: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/> appointment is subject to successful competition of the Nyukela Programme: Pre-entry Certificate to SMS. Only shortlisted candidates will submit proof before interview. All shortlisted candidates, including SMS shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (ethical conduct) assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. The successful candidate would be required to sign a performance agreement within three months of appointment. Please note that due to the high number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, consider your application as unsuccessful, please. African males and Persons with disabilities from all designated race groups are encouraged to apply for the post. Please note that no S&T payments will be considered for payment to candidates who are invited for interviews. It is the shortlisted candidate's responsibility to have a foreign qualification, which is a requirement of the post, evaluated by the South Africans Qualifications authority (SAQA). Failure to comply will result in the application not being considered. The Department reserves the right not to fill the post/s. Failure to comply with the above instructions will disqualify applicants. (This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.)

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/163</u>	:	<u>ASSISTANT DIRECTOR: FLEET REF NO: ETH 06 /2026 (X1 POST)</u> Component: Fleet Management
<u>SALARY</u>	:	R487 197 –R573 987 per annum. Other Benefits Home Owner Allowance (conditions apply) ,13th Cheque (conditions apply), Medical Aid (Optional).
<u>CENTRE</u>	:	eThekweni District Office
<u>REQUIREMENTS</u>	:	Senior Certificate or equivalent qualification Degree or National Diploma in Transport Management or Public Management or Public Administration. A minimum five (5) years' experience in fleet management of which three (3) years must be supervisory experience in Transport related environment, Valid driver's license. Knowledge, Skills, Training and Competencies Required: Ability to apply technical/professional knowledge and skills in the work area and wider work environment. Ability to keep abreast of work-related developments. Change Management, Decision making, time management skills. Risk Management Skills Good interpersonal relation skills. Public Service Financial Management, Departmental policies and procedures, project management, Intermediate Human Resources Development, General management, Strategic management, Skills Development Act, LRA, BCEA. Leadership, Facilitation, Computer literacy skills Good Presentation skill, Innovative, Analytical, Verbal and written communications skills Good People Management skill.
<u>DUTIES</u>	:	Oversee management and use of the fleets in hospitals, CHCs, EMS, Mortuaries and PHC. Ensure compliance to fleet management policies and prescripts. Conduct fleet audits. Compile and present reports to district management and provincial office as required. Monitor and report on fleet management indicators on Annual Performance Plan Ensure availability of fleet to reduce complaints by monitoring that servicing and necessary repairs are conducted. Conducting physical inspections to determine the condition of fleet for possible damage. Identifying underutilized vehicles due for replacement (BOS). Monitor the allocation of KZN vehicles and vehicles used for private on official use. Maintain proper records for fleet management and audit purposes. Ensure functionality of accident committees across the district.

Identify fleet risks related to fleet management and implement mitigation strategies. Monitor fleet expenditure across the district. Conduct stakeholder engagements for the rationalisation of transport. Provide on road, emergency support for incidents relating to fleet for example hijacking and accident. Provide input and implement policies pertaining licensing of district vehicles. Monitor licensing disc and tracking disc for all vehicles in the district Monitor asset register of Departmental vehicles, Coordinate and monitor payment of fines to relevant traffic departments.

**ENQUIRIES
APPLICATIONS**

: Mrs. R.S. Nene Tel No: (031) 273 5307
: May be hand delivered or courier to forwarded to: The Human Resource Manager, EThekweni District Office, 85 King Cetshwayo Highway, Mayville, Durban, 4000. Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs. Applications may alternatively be emailed to: EtheKwiniDistrictHealth.HRJobApplication@kznhealth.gov.za quoting reference number only in the subject line.

NOTE

: Directions to candidates: The applicant must submit a fully completed Z83 form and a detailed Curriculum Vitae (CV) Only. Only shortlisted candidates will be required to submit proof of all documents and Certificate of Service endorsed by Human Resources The official Z83 form 'Application for employment' (the new amended version of the Z83 form effectively from 01/01/2021 must be used only; the old Z83 form will be rejected, if used). The amended Z83 application for employment form is obtainable at any Government Department or downloaded from the website – www.kznhealth.gov.za or www.dpsa.gov.za-vacansies. The 'Reference Number' and 'Position' for which are applying (as stated in the advert) must be clearly indicated in the columns provided on the form Z 83 e.g. Reference number PMMH 01/2026. Applications may also be submitted online via the KZN e-Recruitment System at www.kznonline.gov.za/kznjobs. Applicants must register, complete their profile and upload their CV. 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). To be appointed at Senior Management Service (SMS) level, you must complete the SMS Pre-entry programme offered by the National School of Government (NSG). Find course details here: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/> appointment is subject to successful competition of the Nyukela Programme: Pre-entry Certificate to SMS. Only shortlisted candidates will submit proof before interview. All shortlisted candidates, including SMS shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (ethical conduct) assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. The successful candidate would be required to sign a performance agreement within three months of appointment. Please note that due to the high number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, consider your application as unsuccessful, please. African males and Persons with disabilities from all designated race groups are encouraged to apply for the post. Please note that no S&T payments will be considered for payment to candidates who are invited for interviews. It is the shortlisted candidate's responsibility to have a foreign qualification, which is a requirement of the post, evaluated by the South Africans Qualifications authority (SAQA). Failure to comply will result in the application not being considered. The Department reserves the right not to fill the post/s. Failure to comply with the above instructions will disqualify applicants. (This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.)

CLOSING DATE

: 28 September 2026

<u>POST 33/164</u>	:	<u>PROFESSIONAL NURSE (SPECIALTY) THEATRE REF NO: DPKISMH 15/2026 (X1 POST)</u> Component: Theatre Department
<u>SALARY</u>	:	Grade 1: R495 423 – R581 931 per annum Grade 2: R607 350 – R752 913 per annum
<u>CENTRE</u>	:	Dr Pixley Ka Isaka Seme Memorial Hospital
<u>REQUIREMENTS</u>	:	Grade 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing, Grade 2: A minimum of fourteen (14) years appropriate/ recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing of which at least 10 (ten) years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 (one) year post basic qualification in relevant speciality. Senior Certificate or equivalent, Degree/Diploma in General nursing, One (01) year Post Basic qualification in Operating Theatre Nursing Science. Registration certificate with South African Nursing Council (SANC). Current SANC receipt (2026). A minimum of four (4) years appropriate/recognisable experience after registration as a Professional Nurse with SANC in General Nursing. Successful candidate will have to spend minimum of one year in service. Knowledge, Skills, Training and Competence Required: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal framework such as Nursing Acts, Health Act, Patient Right Charter, Batho Pele Principle, Public Service Regulations, Disciplinary Code and Procedures in the Public Service. Financial and Budgetary knowledge pertaining to relevant resources under management. Insight into procedures and policies pertaining to nursing care. Leadership, Organizational, Decision making, Problem solving, Co – ordination, Liaisons and Interpersonal skills within the limits of the Public Sector and Institutional policy framework. Interpersonal skills including Public relation, Negotiating, Conflict handling and Counselling skills. Computer skills in basic programs.
<u>DUTIES</u>	:	Assist in planning/organizing and monitoring of objectives of the specialized unit in consultation with subordinates. Effective management of patients, 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. Provision of quality services through setting of standards, policies and procedures. Participate in the implementation of National Priorities clinical guidelines, protocols. Maintain accurate and complete patient records according to legal requirements. Exercise control over discipline, grievance and labour relations issues. Promote good working relationships amongst staff and patients. Assist in supervision and development of all nursing staff. Ensure effective participation in all hospital programs e.g. IPC, Quality Assurance, etc. Provide a Safe, therapeutic and hygienic environment for patients, visitors and staff.
<u>ENQUIRIES</u>	:	Ms S.C. Nduli - Nursing Department Tel No: (031) 530 1416
<u>APPLICATIONS</u>	:	Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360
<u>FOR ATTENTION</u>	:	Deputy Director: HRM
<u>NOTE</u>	:	This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website- www.kznhealth.gov.za . Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement,

please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

<u>CLOSING DATE</u>	:	30 September 2026.
<u>POST 33/165</u>	:	<u>PROFESSIONAL NURSE (SPECIALTY) REF NO: DPKISMH 16/2026 (X1 POST)</u> Component: Critical Care Department
<u>SALARY</u>	:	Grade 1: R495 423 – R581 931 per annum Grade 2: R607 350 – R752 913 per annum
<u>CENTRE</u>	:	Dr Pixley Ka Isaka Seme Memorial Hospital
<u>REQUIREMENTS</u>	:	Grade 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing, Grade 2: A minimum of fourteen (14) years appropriate/ recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing of which at least 10 (ten) years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 (one) year post basic qualification in relevant speciality. Senior Certificate or equivalent, Degree/Diploma in General Nursing, One year post basic Degree/Diploma in Critical Care plus four (04) years appropriate /recognizable registration experience as a General Nurse. Registration with SANC as a General Nurse and Speciality Nurse. Proof of current/previous work experience endorsed and stamped by Human Resource Department will be required for shortlisted candidates. Successful candidate will have to spend minimum of one year in service. Knowledge, Skills, Training and Competence Required: Knowledge of Nursing Care, Processes and Procedures, Nursing statutes, and other relevant Legal frameworks. Good communication skills-verbal and written. Co-ordination and liaison skills. Problem solving skills.
<u>DUTIES</u>	:	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. Liaise with professional Nurse in charge in surgical high care/renal unit. Allocation of Staff on day and night duty within the Directorate in rotational basis. To nurse a critically ill patient who is ventilated, on haemodialysis and continuous-venous haemodialysis. To nurse all types of patients regardless of diagnoses according to disease profile within the directorate. Maintain Professional growth/ethical standard and self-development.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms S.C. Nduli - Nursing Department Tel No: (031) 530 1416 Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360
<u>FOR ATTENTION NOTE</u>	:	Deputy Director: HRM This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website- www.kznhealth.gov.za . Originally signed Z83 must be

accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

<u>CLOSING DATE</u>	:	30 September 2026
<u>POST 33/166</u>	:	<u>PROFESSIONAL NURSE (SPECIALTY) REF NO: DPKISMH 17/2026 (X2 POSTS)</u> Component: Trauma Department
<u>SALARY</u>	:	Grade 1: R495 423 – R581 931 per annum Grade 2: R607 350 – R752 913 per annum
<u>CENTRE</u>	:	Dr Pixley Ka Isaka Seme Memorial Hospital
<u>REQUIREMENTS</u>	:	Grade 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing, Grade 2: A minimum of fourteen (14) years appropriate/ recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing of which at least 10 (ten) years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 (one) year post basic qualification in relevant speciality. Senior Certificate or equivalent qualification. Degree/Diploma in General Nursing Registration with SANC as a General Nurse and Speciality Nurse. One year post basic Degree/Diploma in Trauma plus four (04) years appropriate /recognizable registration experience as a General Nurse. current registration with SANC (2026) Proof of current/previous work experience endorsed and stamped by Human Resource Department will be required for shortlisted candidates. Successful candidate will have to spend minimum of one year in service. Knowledge, Skills, Training and Competence Required: Knowledge of Nursing Care, Processes and Procedures, Nursing statutes, and other relevant Legal frameworks. Good communication skills-verbal and written. Co-ordination and liaison skills. Problem solving skills.
<u>DUTIES</u>	:	Assist in planning/organizing and monitoring of objectives of the specialized unit. Proper triaging and management of emergencies in the 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. Liaise with professional Nurse in charge in surgical high care/renal unit. Allocation of Staff on day and night duty within the Directorate in rotational basis.

<u>ENQUIRIES</u>	:	Ms S.C. Nduli - Nursing Department Tel No: (031) 530 1416
<u>APPLICATIONS</u>	:	Directives to candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360.
<u>FOR ATTENTION</u>	:	Deputy Director: HRM
<u>NOTE</u>	:	This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za. Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.
<u>CLOSING DATE</u>	:	30 September 2026.
<u>POST 33/167</u>	:	<u>MEDICAL BIOLOGICAL SCIENTIST: REPRODUCTIVE BIOLOGY / CLINICAL EMBRYOLOGY REF NO: MED BIO SCI/1/2026</u> Department of Obstetrics and Gynaecology
<u>SALARY</u>	:	Grade 1: R413 121 per annum, all-inclusive salary package, (excluding commuted overtime) Grade 2: R482 499 per annum, all-inclusive salary package, (excluding commuted overtime) Grade 3: R564 822 per annum, all-inclusive salary package, (excluding commuted overtime).
<u>CENTRE</u>	:	Inkosi Albert Luthuli Central Hospital (IALCH)
<u>REQUIREMENTS</u>	:	Professional registration and qualifications, An appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Biological Scientist – Reproductive Biology/Clinical Embryology Current registration with the HPCSA in the relevant category is required. Additional Knowledge: At least 1 year experience in a reproductive medicine unit Experience: Grade 1: No experience after registration with the HPCSA as a Medical Biological Scientist (Reproductive Biology/Clinical Embryology) for South African-qualified employees. One year's relevant experience after HPCSA registration for foreign-qualified employees who are not required to perform community service in South Africa. Grade 2: Minimum of 10 years' relevant experience after HPCSA registration for South African-qualified employees. Minimum of 11 years' relevant experience after HPCSA registration for foreign-qualified employees who are not required to perform community service in South Africa. Grade 3 Minimum of 20 years' relevant experience after HPCSA registration for South African-qualified employees. Minimum of 21 years' relevant experience after HPCSA registration for foreign-qualified employees who are not required to perform community service in South Africa.
<u>DUTIES</u>	:	The incumbent should be able to demonstrate the following Scientific excellence strong knowledge of reproductive biology and contemporary embryology. Technical competence proficiency in ART laboratory techniques and a commitment to maintaining high technical standards. Attention to detail

meticulous handling, identification and documentation of reproductive material. Integrity and accountability recognition of the ethical and professional responsibilities associated with handling human gametes and embryos. Teaching and mentorship willingness to contribute to the development of future reproductive health professionals. Research and innovation commitment to advancing infertility care through research, audit and evidence-based practice. Adaptability and leadership ability to contribute to the ongoing development of a high-quality tertiary ART service. Teamwork ability to work effectively within a multidisciplinary tertiary healthcare environment. Communication clear, respectful and professional communication with patients and colleagues. This post reports to Head of Reproductive Medicine Unit, department of Obstetrics and Gynaecology. The successful candidate will work collaboratively with reproductive medicine specialists, obstetricians and gynaecologists, nurses, laboratory personnel and other members of the multidisciplinary team to support couples and individuals undergoing fertility assessment and assisted reproductive treatment.

ENQUIRIES
APPLICATIONS

: Prof HM Sebitloane ngubane3@ukzn.ac.za / 031 260 4390
: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za

NOTE

: An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the shortlisted candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T Claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. IALCH invites applications from suitably qualified and motivated Medical Biological Scientists specialising in Reproductive Biology/Clinical Embryology to join its newly established multidisciplinary infertility and assisted reproductive technology (ART) service in the Department of Obstetrics and Gynaecology. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

CLOSING DATE

: 28 September 2026

POST 33/168

: **MEDICAL SPECIALIST SESSIONS: CARDIOTHORACIC SURGERY REF NO: MED SPEC CARDSURG/1/2026 (X3 POSTS)**

Department: Cardiothoracic Surgery

No of Sessions Per Week: 20hrs per person (each session is equivalent to 1 hour) Nature of Appointment: Sessional – not exceeding 12 months - subject to annual review

SALARY

: Grade 1: R671.00
Grade 2: R766.00

**CENTRE
REQUIREMENTS**

Grade 3: R887.00

Hourly Rate per session/ (Notch per annum)

: Inkosi Albert Luthuli Central Hospital
: MBChB Degree; Applicants must be registered as a Specialist -Cardiothoracic Surgery with the Health Professions Council of South Africa (HPCSA). Current registration as Specialist Cardiothoracic Surgery with the HPCSA. Experience: **Grade 1:** No experience required after registration with HPCSA as a Medical Specialist (Cardiothoracic Surgery). **Grade 2:** Five (5) years appropriate experience as a Medical Specialist after registration with HPCSA as a Medical Specialist (Cardiothoracic Surgery). **Grade 3:** Ten (10) years appropriate experience as a Medical Specialist after registration with HPCSA as a Medical Specialist (Cardiothoracic Surgery). Additional Qualifications: Additional experience in providing a specialist service in either VATS surgery, cardiac transplant surgery, Op-CAB, ECMO or oesophageal surgery. Skills, Knowledge, Training and Competence Required: The incumbent should have a comprehensive knowledge of the specialty discipline of Cardiothoracic Surgery including all aspects of General Thoracic Surgery, and Surgery for Acquired & Congenital Cardiovascular Disease. Surgical skills in the operative management of diseases within the specialty are an absolute prerequisite. In addition, teaching and computer literacy are essential requirements. The applicant must have undergone training in a cardiothoracic unit in an accredited academic centre either within the country or elsewhere. Competence in the clinical evaluation of the cardiothoracic surgical patient, interpretation of special investigations, especially radiological, operative intervention and post-operative management are of paramount importance. Demonstrate the ability to supervise and teach junior staff. Demonstrate the ability to work as part of a multidisciplinary team. Proven management ability, sound communication, negotiation, planning, organising, leadership, decision-making and interpersonal skills.

DUTIES

: Provide a clinical service encompassing the diagnosis, investigation, peri-operative care and surgical management of cardiothoracic patients. Actively participate in the academic programme run by the department for the post-graduate training of registrars including teaching and research. Supervise and upskill registrars and junior consultants to enhance operative clinical skills and decision making. Achieve a level of theoretical knowledge and surgical skills requisite to the training of a Cardiothoracic Surgeon. Participate in after-hours services when required.

**ENQUIRIES
APPLICATIONS**

: Dr M Hbush Tel No: (031) 240 2114 / 031-2402124
: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za

NOTE

: An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T Claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital.

Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

CLOSING DATE : 28 September 2026

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

APPLICATIONS : Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs. Applicants can submit their Z83 and CV online.

Applicants may also visit any one of our Designated Online Application Centre's (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centers (DOACS) at www.kznonline.gov.za/kznjobs

Or Direct your application quoting the reference number of the post you are applying for; Head Office Posts: Direct your application quoting the reference number of the post you are applying for and the name of the publication in which you saw the advertisement to Director: Human Resource Management Department of Public Works & Infrastructure, Private Bag X9142, Pietermaritzburg, 3200. For Attention: Mrs. ZJ Hlongwane. Alternatively, applications can be delivered to 191 Prince Alfred Street, Pietermaritzburg

CLOSING DATE : 28 September 2026

NOTE : Directions To Candidates Note to applicants: The Provincial Administration of KwaZulu-Natal is an equal opportunity, affirmative action employer and Women and people with disabilities are encouraged to apply. Applications must be submitted individually on the prescribed new approved Z83 form, the form is available from the website www.kznworks.gov.za or can be obtainable from any Public Service department, and must be accompanied by a comprehensive Curriculum Vitae (CV). Certified copies of supporting documents need not accompany your application and CV, as these will be requested from shortlisted candidates only. Faxed or electronic copies will not be considered. Candidates are urged to view the guidelines available to all prospective candidates applying for vacant position on the departmental website before completing applications for posts. Candidates are also advised not to send their applications through registered mail, as the Department will not take responsibility for non-collection thereof. It is the applicants' responsibility to have foreign qualifications assessment for equivalent by the South African Qualifications Authority (SAQA). Applications that do not comply with the above-mentioned instructions will be disqualified. Please note that the Department reserves the right not to fill the post. Recommended candidate's personal information will be subject to vetting prior to an offer of appointment being made. Candidates are expected to be available on the date set for the interviews or they may be disqualified. Should you not have been contacted by this office within 3 months of the closing date of the advertisement, kindly consider your application being unsuccessful. Please note that further communication shall be restricted to those candidates who will have been shortlisted. The appointed candidate shall be required to sign a performance agreement. Please note that reference checks and/or confirmation of employment will be done with the current employer and candidates are advised to include references from the current employment to facilitate this. The filling of this post will be guided by the Department's Employment Equity targets. Please note that requests for higher salaries will not be entertained for the advertised posts, however it may only be considered for posts falling within the Occupational Specific Dispensation (OSD) subject to the existing provisions. Candidates applying for advertised posts in the Department, will be deemed to have granted consent to their personal information being used to determine suitability in terms of the POPIA Act, 4 of 2013. Please note that employment verifications shall be undertaken for all experience which has been recognized for shortlisting purposes, experience in the public service will need to be supported with a signed job description and PERSAL service record history and experience from the private sector needs to be supported by a certificate of service confirming the name of company, position held, periods of employment and duties performed. Experience that cannot be verified will result in the applicant being disqualified. All shortlisted candidates, including

the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

OTHER POSTS

<u>POST 33/169</u>	:	<u>DEPUTY DIRECTOR: BUDGETARY SERVICES REF NO:</u> <u>HO/DD/BS/092026</u>
<u>SALARY</u>	:	R932 292 per annum (Level 11), (all-inclusive), to be structured in accordance with the rules for Middle Management Services([MMS)
<u>CENTRE REQUIREMENTS</u>	:	Head Office: Pietermaritzburg
	:	An NQF Level 7 relevant qualification in Accounting/ Financial Management/ Commerce/ Auditing/ Business Management/ Administration plus 3 years relevant experience in Management Accounting at junior management (ASD) level. Proficiency in relevant word processing, spreadsheet and presentation software packages. Possession of a valid driver's licence.
<u>DUTIES</u>	:	Manage budget control services. Manage financial monitoring reporting. Manage financial planning. Develop policies and strategies aimed at improving service delivery. Manage the resources of the sub-directorate.
<u>ENQUIRES</u>	:	Ms N Orrie Tel No: (033) 355 5432
<u>POST 33/170</u>	:	<u>DEPUTY DIRECTOR: ACCOUNTING SERVICES REF NO:</u> <u>HO/DDAS/092026</u>
<u>SALARY</u>	:	R932 292 per annum (Level 11), (all-inclusive), to be structured in accordance with the rules for Senior Management Services (MMS)
<u>CENTRE REQUIREMENTS</u>	:	Head Office: Pietermaritzburg
	:	A NQF Level 7 relevant qualification in Accounting/ Financial Management/ Commerce/ Auditing/ Business Management/ Administration plus 3 years relevant experience in Financial Accounting at junior management (ASD) level. Proficiency in relevant word processing, spreadsheet and presentation software packages. Possession of a valid driver's licence.
<u>DUTIES</u>	:	Manage bookkeeping services. Facilitate Creditors Management and manage voucher, payroll and loss control. Render Financial Systems Control services. Manage Banking and Tax services. Develop policies and strategies aimed at improving service delivery. Manage the resources of the Sub-Directorate.
<u>ENQUIRES</u>	:	Ms N Orrie Tel No: (033) 355 5432
<u>NOTE</u>	:	NB. Recommended candidates will be subjected to a security clearance, competency assessment and will also be required to disclose their financial interests and will also be subjected to a technical assessment during the selection process.