ANNEXURE S

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.*

APPLICATIONS : 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. Emailed applications will not be accepted.

CLOSING DATE : 20 November 2026

NOTE : 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, 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. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful.

OTHER POST

POST 40/158 : **CONTROL ENGINEERING TECHNICIAN GRADE A REF NO: SSC36/2026**
(Re-advert)

SALARY : R573 552 per annum, (OSD)

CENTRE : eThekwini District

REQUIREMENTS : A National Diploma in Agricultural Engineering or Civil Engineering (NQF level 6), compulsory registration with ECSA as an Engineering Technician and a valid driver's licence. Experience: Six (06) years' post qualification technical agricultural or civil engineering experience. Knowledge: Programme and Project Management, engineering design and analysis knowledge, research and development, computer-aided engineering applications, legal compliance, technical report writing, Occupational Health and Safety Standards, National Water Act, Legislation in terms of Water Act, Conservation of Agricultural Resources Act, Labour Relations Act, Public Service Act, Public Administration Management Act, Public Service Regulations, Directive on Human Resources Management and Development for Public Service Professionalisation, Basic Conditions of Employment Act, Departmental HRM and HRD Policies, RSA Constitution. Skills: Project planning and management, technical design and analysis, presentation, research and development, technical consulting, problem solving and analysis, decision making, teamwork, creativity, financial management, customer focus and responsiveness, communication, computer, planning and organising, people management, presentation, conflict management, HR Management, literacy, language, listening, analytical

thinking, interpersonal relations, research and time management, self-disciplined and self-driven with the ability to work under pressure with minimum supervision.

DUTIES : Manage and control the planning and design of infrastructure, irrigation and mechanisation. Manage technical support of infrastructure, irrigation and mechanisation projects. Provide technical advisory services. Monitor and evaluate district engineering projects. Manage the resources of the division.

ENQUIRIES : Ms SE Ndlela Tel No: (033) 343 8024

DEPARTMENT OF ECONOMIC DEVELOPMENT, TOURISM AND ENVIRONMENTAL AFFAIRS

The Provincial Administration of KwaZulu-Natal is an equal opportunity, affirmative action employer, and women and people with disabilities are encouraged to apply. The Department of Economic Development, Tourism, and Environmental Affairs is an equal opportunity, affirmative action employer, and preference will be given to suitably qualified candidates from designated groups in terms of the Employment Equity Act, 1998.

APPLICATIONS : Applicants are encouraged to apply for posts through the KZN online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address: kznjobs@kznedtea.gov.za. The EDTEA districts addresses are as follows: Applications may alternatively be forwarded to the Department of Economic Development, Tourism and Environmental Affairs, Private Bag X9152, Pietermaritzburg, 3200, or hand-delivered to the Ground Floor, 270 Jabu Ndlovu Street, Pietermaritzburg, 3201, in the vacancy box provided.

FOR ATTENTION : Ms Nondumiso Buthelezi / Mr Sipho Zangwa

CLOSING DATE : 20 November 2026 (at 16h00). Applications received after the closing date and time will not be considered.

NOTE : To Applicants: All attachments for Email applications must include an application form Z83 and CV only combined in PDF and as one (1) document or attachment, indicating the correct job title and the reference number of the post on the subject line of your email. 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 Designated Online Application Centres (DOACS) list at www.kznonline.gov.za/kznjobs." please note that applicants should only use one of the following methods when applying for a post: either through the online e-recruitment system, emailing the z83 and cv directly to the relevant department, or submitting a hard-copy application as directed. The Department reserves the right not to make these appointments. All information submitted will be treated as confidential. The Department reserves the right to withhold the filling of the above-mentioned posts at any time before an appointment. All applications must be submitted on the new Application for Employment form (Z83), which became effective from the 1st of January 2021, obtainable from any Public Service Department or can be downloaded at www.dpsa.gov.za-vacancies. The form must be completed in full, and the application form should be initiated, signed, and dated. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The completed and signed Z83 must be accompanied by an updated, detailed Curriculum Vitae (CV). Dates of starting and leaving employment must be given as DD/MM/YYYY. Shortlisted candidates must submit certified documents on or before the day of the interview, following communication from Human Resources. Should an applicant have a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). 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. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful. Shortlisted candidates will be required to undergo a competency test/technical exercise. Candidates are discouraged from sending their applications through registered mail, as the Department will not take responsibility for the non-collection of those applications. The appointment is subject to a positive outcome from the State Security Agency and to the following checks (security clearance, qualifications, citizenship, and previous employment verifications). The Department will conduct reference checks with the HR of the current and/or previous

employer(s) apart from the referees listed. 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. Before appointment to SMS positions, the appointee must obtain a pre-entry certificate for the Senior Management Pre-Entry Programme, a public service-specific training program applicable to all applicants aspiring to join the SMS. The course is offered by the National School of Government (NSG). The course is available at the NSG under the name Certificate for Entry, and the full details can be obtained by following the link: https://www.thensg.gov.za/trainingcourse/smspre-entryprogramme. Regrettably, due to excessive budget cuts, the Department is not in a position to cover any travel and subsistence costs associated with recruitment processes.

OTHER POSTS

POST 40/159 : **DEPUTY DIRECTOR: RISK AND INTEGRITY MANAGEMENT – NATURE CONSERVATION REF NO: DD- RIM-NC 01/NOVEMBER 2026**
Business Unit: Risk And Integrity Management

SALARY : R932 292 – R1 098 195 per annum (Level 11)
CENTRE : Head Office: Pietermaritzburg
REQUIREMENTS : The ideal candidate must have: An appropriate Bachelor's Degree / Three-year National Diploma in Risk Management / Ethics Management at NQF Level 6/7 as recognised by SAQA. A minimum of 3 years of junior management experience in a Risk Management / Integrity Management environment. Professional certification in Risk Management/Ethics or a postgraduate qualification or active registration with a Risk or Ethics Professional Body or demonstrable relevant experience within an environmental management and nature conservation environment will be an added advantage. A valid driver's License.
DUTIES : Develop risk, business continuity and integrity management strategies, systems (methodologies, models and tools etc.), policies and annual plans; Manage, implement, review and improve the risk, business continuity and integrity management framework; Facilitate institutionalisation of risk, business continuity and integrity management; Establish and maintain good relationships with relevant stakeholders such as Risk Management Committee/ Audit Committee/ Ethics Committees/ Forums. Skills, Training, And Competencies: The successful candidate must have a sound knowledge and understanding of a variety of aspects, including risk management policies and Frameworks, Integrity Management Policies and Frameworks, Risk Management Principles and Practices, Government systems, and Treasury Regulations. Knowledge of Integrity Management Policies and Framework. Sound knowledge and understanding of the Public Service Regulatory Framework, e.g., Public Service Act, PFMA, Constitution of the Republic of South Africa, Public Service Act, Public Service Regulations, Public Finance Management Act, Labour Relations Act, Basic Conditions of Employment Act, Employee Performance Management System, Skills Development Act, Promotion of Access to Information Act, National Development Plan, Project Management Principles, Service Delivery Frameworks (Batho Pele Principles). Skills: Problem-solving and analysis, people and diversity management, accountability and ethical conduct, commitment to a high level of quality control, organisational skills, report writing skills, good communication skills, facilitation and presentation skills, strong project management and planning skills, computer skills, Communication skills (verbal and written), presentation skills, report writing, planning and organising skills, basic financial and supply chain management skills, good interpersonal skills, good research and analytical skills, time management skills, relationship management skills. Attributes such as integrity and sound judgement, ability to work under pressure and maintain, leadership and stakeholder engagement, ability to handle sensitive information and complex governance matters objectively, professionalism, respect, honesty, teamwork, vision, transparency, commitment, and confidentiality.
ENQUIRIES : Ms. Z. Dlamini Tel No: (033) 264 2530
NOTE : NB: all the appointments will be made in accordance with the employment equity targets of the department, which are African male, coloured male, Indian

male, and people with disabilities who meet the requirements are encouraged to apply.

POST 40/160 : **RISK & INTEGRITY MANAGEMENT PRACTITIONER REF NO: RIM – PRACT 02/NOVEMBER 2026**
Business Unit: Risk & Integrity Management

SALARY : R338 106 – R398 277 per annum (Level 07)
CENTRE : Head Office
REQUIREMENTS : The ideal candidate must have: An appropriate NQF 6/7 National Diploma or Degree in Risk Management or Professional Ethics qualification as recognised by SAQA. A minimum of 1-2 years' experience in a Risk Management, Ethics / Integrity Management environment. Business Continuity Management, Fraud Risk Management. Active registration with a Risk / Ethics professional body will serve as an added advantage. A valid driver's licence.
DUTIES : The successful candidate will be required to Implement and support the development of risk, business continuity and Integrity management frameworks, policies and plans; Organise and participate in awareness, training and stakeholder support; Provide support in facilitating risk, integrity, business continuity and integrity management assessments; Implement risk, integrity and business continuity monitoring, evaluation and reporting mechanisms; and Perform secretarial and administrative support for the relevant Committees. Skills, Training, and Competencies: The successful candidate must have: In-depth knowledge of a variety of aspects such as Public Sector Risk Management Framework, Public Sector Integrity Management, Business Continuity Management Framework/ Standards, Code of Conduct for Public Servants, Protected Disclosures Act, Prevention and Combating of Corrupt Activities Act (PRECCA), Anti-corruption initiatives in the Public Services, Professional Ethics infrastructure in the Public Services, Public Service Act, Public Finance Management Act (PFMA), Treasury Regulations and Public Service Regulations. Knowledge of Risk Management principles and practices. Government systems. Knowledge of the Integrity Management Framework. Skills: Excellent skills in Problem Solving and risk analysis, Accountability and Ethical Conduct, Analytical skills, Planning, coordination and organising skills. Good communication skills, Computer literacy, time management, report writing, presentation and facilitation, Committee administration and minute-taking, conflict management. Attributes: Ability to work independently, integrity and honesty, professionalism, respect, teamwork and innovation.
ENQUIRIES : Ms. Z. Dlamini Tel No: (033) 264 2530
NOTE : NB: all the appointments will be made in accordance with the employment equity targets of the department. males and people with disabilities will be given preference.

DEPARTMENT OF HEALTH

"The department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories"

ERRATUM: Umgeni Specialised Psychiatric Hospital: Kindly note that the following vacancies that were advertised on Public Service Vacancy Circular 39 dated 30 October 2026 are amended as follows: Operational Manager (Specialty) with Ref No: UMG 07/2026 is amended as (X2 Posts). Enrolled Nursing Assistant Grade 1 with Ref No: UMG 10/2026) is amended to (X19 Posts).

OTHER POSTS

POST 40/161 : **MEDICAL SPECIALIST GRADE 1/2/3 (PSYCHIATRY) REF NO: UMZ05/2026 (X1 POST)**
Re Advertisement

SALARY : Grade 1: R1 395 528 per annum
Grade 2: R1592 274 per annum
Grade 3: R1844 151 per annum
Other benefits: 13th cheque, medical aid (optional), housing allowance (employee must meet requirements) Commuted overtime, 22% rural allowance
CENTRE : Umzimkhulu Psychiatric Hospital

REQUIREMENTS	:	Senior certificate or equivalent plus, MBCHB or equivalent plus FC Psych or MMED Psychiatry Current registration with HPCSA as Specialist Psychiatrist. **Grade 1:** 0-5 years' experience post specialist qualification. **Grade 2:** 6-10 years' experience post specialist qualification. **Grade 3**: 10+ years' experience post specialist qualification. Knowledge, skills, training, and competencies required: Sound knowledge and clinical skills in the management of adult and child psychiatry patients. Ability to supervise and teach junior and senior members of staff. Good communication and interpersonal and management skills. Sound professional and ethical values and a concern for excellence. Ability to work as part of a multidisciplinary team.
DUTIES	:	To provide safe, ethical and high quality psychiatric services within the hospital. Undertake and support Continuing Medical Education (CME) and Continuing Professional Development activities. Supervise and mentor medical officer, community service officers and nursing staff. Provide expert advice and clinical support to hospitals referring to Umzimkhulu Psychiatric Hospital. Active participation in quality improvement programs including clinical audits. Attend to administrative matters as it pertains to the running of the unit. Co-ordinate multidisciplinary team activities. Attend meetings and workshops as directed. Co-ordinate and support the mental health outreach programme within Harry Gwala District. Comply with all legal prescripts, Acts, legislation, policies, circulars, procedures, guidelines and code of conduct for public service. Adhere to correct channels of communication as per hospital organogram. Maintain clinical, professional and ethical standards. Assist the hospital management with the development and implementation of guidelines, protocols and clinical audits, revising as needed to optimise patient care in wards and outpatients departments.
ENQUIRIES	:	Dr NMG Mbanjwa Tel No: (039) 259 0310
APPLICATIONS	:	Applications to be forwarded to Chief Executive Office, Umzimkhulu Hospital, Private Bag X514, Umzimkhulu, 3297 or Drop Off in the application Box, Umzimkhulu Hospital, 3297 or email: Umzimkhulu.E-Recruitment@kznhealth.gov.za
FOR ATTENTION	:	Mr. M Titi
NOTE	:	Directions to candidates: The following documents must be submitted: Application for employment form (Z83 fully completed), which is obtained at any Government Department OR from the website: www.kznhealth.gov.za and curriculum vitae. Only shortlisted candidates for the post will be required to submit certified documents, proof of experience and proof of current registration with the respective council on or before the date of interview following communication with HR. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process. NB: Certified copies should not be older than three months, not copies of certified copies & faxed applications will not be considered. The reference number must be indicated in the column provided on the form Z83, e.g. UMZ 01/2026. Failure to comply with the above instruction will lead to disqualification of applicants. Please note that due to the large number of applications, we anticipate to receive applications will not be acknowledged. Correspondence will be limited to shortlisted candidates only. Please note that due to financial constraints no S&T and resettlement claims will be considered for payment to candidates that are invited to interviews. Please note that pre-employment screening and verification process, including CIPC, criminal records verification will be undertaken. Non-RSA Citizens / Permanent Residents/ Work Permit holders must submit documentary proof when the applicant is shortlisted) This department is an equal opportunity, affirmative action employer whose aim is to promote respectively in all levels of all occupational categories in the department. People with disabilities are encouraged to apply.
CLOSING DATE	:	20 November 2026
POST 40/162	:	**REGISTRAR: MEDICAL (VARIOUS)**
SALARY	:	R1 041 402 per annum, (This is an all-inclusive flexible remuneration package that may be structured according to specific rules). Applicants to note: Salary package is subject to OSD determination plus commuted overtime depending on needs of the Discipline/Institution.

CENTRE	:	**Various (KZN) – Medical:** Discipline: Cardiothoracic Surgery Ref No: Reg 18/2027 Internal Medicine Ref No: Reg 19/2027 Nuclear Medicine Ref No: Reg 20/2027 Otorhinolaryngology (ENT) Ref No: Reg 21/2027 Ophthalmology Ref No: Reg 22/2027
REQUIREMENTS	:	Tertiary qualification (MBCHB) or equivalent (Medical). Registration certificate for Independent Practice with the Health Professions Council of South Africa as a Medical Practitioner; Current Annual Practicing Certificate from Health Professions Council of South Africa; Twelve (12) months post Community Service experience as a Medical Officer as at closing date of this advert; Valid driver's license; Relevant Discipline Specific Minimum Requirements below (depending on the Discipline): **Cardiothoracic Surgery**: FCS Intermediates and minimum 12 months experience in General Surgery post community service; **Internal Medicine:** Minimum 12 months of experience in Internal Medicine and FCP Part I and Diploma in Internal Medicine qualification; **Nuclear Medicine:** Minimum 2 weeks experience in Nuclear Medicine at a recognized training institution; **Otorhinolaryngology (ENT):** FCORL(SA) or FCS(SA) Primary exams and minimum 6 months experience in General Surgery and/or surgical specialties (e.g. ENT, neurosurgery, etc.) and minimum 3 months ICU and FCORL(SA) or FCS(SA) Intermediate Exams; **Ophthalmology:** Minimum 6 months experience in Ophthalmology post-Community Service and FC Ophthalmology (SA) Part I. Basic knowledge of Medical Practice Ethics, ability to manage patients independently, ability to learn, innovate and be prepared to work overtime, good interpersonal skills, an interest in conducting research, knowledge and respect of the Patients' Rights Charter and Batho Pele Principles.
DUTIES	:	Participation in academic and teaching programmes and meetings in the respective Departments, responsibility for care of patients at designated levels/sites, e.g. Outpatients, Wards, Theatres, ICUs etc; management of patients under supervision, attendance at ward rounds and/or tutorials, supervision and teaching of undergraduates, provision of after-hours care for emergency services, clerking and keeping of comprehensive records of patients in the hospital file, outreach activities as deemed necessary by the Clinical Supervisor, Personal development to the level of independent specialist practice in the chosen field. Department reserves the right not to fill these post (s).
ENQUIRIES	:	Mrs R Erasmus Tel No: (033) 395 2472 /2742 /2669 3347 Cardiothoracic Surgery: Dr. N. Ndibi Tel No: (031) 240-2114 Internal Medicine: Prof N. Magula Tel No: (031) 260 4242 Nuclear Medicine: Prof M Vorster Tel No: (031) 260 4301 Otorhinolaryngology (ENT): Dr A. Sibiya: Tel No: (031) 260-4292 Ophthalmology: Dr. N Mathe Tel No: (031) 260 4292
APPLICATIONS	:	All applications must be addressed to Mrs R Erasmus, Human Resource Management Services, Registrar Programme, Department of Health, 330 Langalibalele Street, Natalia Building, Room 6-106 South Tower or online through the e-Recruitment system at www.kznhealth.gov.za/kznjobs. Applicants are discouraged from sending applications through registered mail/postal service as the Department will not be responsible for non-collection of these applications.
FOR ATTENTION	:	Mrs R Erasmus, Human Resources Tel No: (033) 395 2472/2742/ 2669/ 3347
NOTE	:	Applicants are discouraged from sending applications through registered mail as the Department will not be responsible for non-collection of these applications. No late applications will be accepted. Applications submitted though the online platforms must include copies of all documents listed above. Originally certified copies of qualifications and other relevant documents will be requested from shortlisted candidates which must be submitted on the day of the interview. Medical Registrars - Training will take place at various sites for each discipline. Registrars may be required to spend time at various training institutions as required by the discipline. The site for the 1st year of training and subsequent rotations will be determined by the Academic Head of Discipline. Applicants are requested to apply separately for the disciplines of their interest. A maximum of three applications will be allowed which should be ranked in order of preference. One application for various Disciplines will not be accepted. Applications from applicants who are already appointed in the Registrar Programme will not be considered. As per HPCSA Regulations, the duration of Registrar training is 4/5 years, depending on the Discipline. All

Registrars will be expected to register with the university for the MMED at own expense. All Registrars will be required to sign a contract which includes training and service responsibilities. Registrars will be required to complete Performance Agreements and assessments as stipulated by the Department. Appointments are subject to the signing of a contract which includes a service pay-back period. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process. Please note that due to financial constraints, no S&T will be considered for the attendance of interviews, nor will resettlement allowance be considered for relocation purposes. The following documents must be submitted: Applicants must ensure that they fully complete the most recent Application for Employment Form (Form Z83) as issued by the Minister for DPSA (gazetted on 06 November 2020 - 81/971431 effective 01 January 2021) in line with regulation of 10 of the Public Service Regulations, 2016 and the information template which is provided to ensure the fair consideration of suitably qualified applicants and which is obtainable from the website - www.kznhealth.gov.za. Incomplete or unsigned applications will not be considered. If you are currently in service, please indicate your PERSAL number at the top of the Z83. Applications submitted through online platforms must include copies of the documents listed above. Copies of Qualifications, Registration Certificates and drivers license must not be submitted when applying for employment. Only shortlisted candidates will be requested to submit certified copies on or before the day of the interview. Copies of certified copies will not be accepted, and submission of such documents will render the applicant being disqualified. The post reference number must be indicated in the column provided on the form Z83. Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. 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). People with disabilities should feel free to apply for the post/s. The Department is an equal opportunity affirmative action employer and to this end, has developed an Employment Equity Plan pursuant to the Employment Equity Act. Preference for the filling of these posts will be guided by the Departmental Equity Plan and targets for the occupational level concerned. Please note that due to large number of applications received, applications will not be acknowledged. Applicants are respectfully informed that, if you have not been contacted within 3 months after closing date, please accept that your application was unsuccessful. Failure to comply with the above instructions shall result in the applicant being disqualified.

CLOSING DATE : 20 November 2026

POST 40/163 : **PROFESSIONAL NURSE SPECIALTY- OCCUPATIONAL HEALTH REF NO: DANCHC 10/2026**
(Re- advertisement)
Component: Employee Health and Wellness Centre

SALARY : Grade 1: R495 423 – R581 931 per annum
Grade 2: R607 350 – R752 913 per annum
Other benefits: 13th Cheque, Medical Aid (Optional) and Housing allowance:(Employee to meet the prescribed requirements) and 8% Inhospitable/Rural allowance

CENTRE : Dannhauser CHC

REQUIREMENTS : Grade 12(Senior Certificate), Standard 10 / or National Certificate plus basic R 425 qualification i.e. Degree/Diploma in nursing or equivalent qualification that allows registration with SANC as a Professional Nurse. Post Basic qualification with the duration of at least 1 year in Occupational Health Nursing Science accredited with the SANC. Occupational Health Nurse **Grade 1:** A minimum of 4 years appropriate / recognisable experience in nursing after registration as Professional Nurse with SANC in General Nursing. Occupational Health Nurse **Grade 2:** A minimum of 14 years appropriate / recognisable experience in nursing after registration as Professional Nurse with SANC in General Nursing,

of which at least 10 years must be appropriate / recognisable experience after obtaining the one year Post Basic qualification in Occupational Health Nursing Science accredited with SANC. Registration certificate with South African Nursing Council (SANC). Current SANC receipt (2026). Knowledge, Skills, Training and Competencies Required for the post: Knowledge of nursing care process and procedures, nursing statutes and other relevant Legal framework. Sound knowledge of Occupational Health and Safety Act, Compensation Injuries and Diseases Act (COIDA) and the latest Employee Health and Wellness Framework for the public service. Sound knowledge of the National Core Standards (OHSC) and Data Management. Knowledge of basic human resource and financial management. Ability to formulate occupational health related policies and procedures. Ability to demonstrate good insight of policies and procedures pertaining to occupational and employee health and wellness. Problem solving, leadership and communication skills. Co-ordination and planning skills Computer Literacy. Knowledge of all applicable legislation guidelines and policies related to nursing Principles. Good interpersonal relationship and listening skills.

DUTIES : Co-ordinate HIV, AIDS and TB Management Sub-programme in context of prevention, treatment care and support for personnel. Work as part of the multi-disciplinary team to ensure quality of care, including working cooperatively with all employees of diverse social, religious and cultural backgrounds on the development of orientation and induction programme. Champion, promote and advocate proper treatment and care, including employee health and wellness campaigns to respond to the need of employees. Conduct disease profiles amongst the employees and develop quality improvement plan, policies and procedures and ensure timeous implementation. Co-ordinate healthy lifestyle promotion, medical surveillance (baseline, periodical and exit) and occupational health programmes. Conduct occupational health audits in line with the Occupational Health and Safety Act 85 of 1993 and relevant legislation and protocols. Co-ordinate establishment of multi- disciplinary HIV, AIDS, TB, Health and productivity. Management sub-committee as a platform for reflecting on the employee health and wellness issues. Maintain accurate staff records, identify and investigate occupational health diseases and compile statistics and submit report to the CHC management and District Office. Develop occupational health business plan in line with institutional plans, manage, plan, monitor, evaluate and review the utilisation of resources as an acting employee health and wellness programme co-ordinator / manager.

ENQUIRIES : Dr FP Mtshali Tel No: (034) 621 6100

APPLICATIONS : All applications should be forwarded to Assistant Director: HRM; KZN: Department of Health, Hand delivery to: Dannhauser Community Health Centre; No 7 Durnacol Road; Dannhauser, 3080. Email address: DannhauserCHC.HRJobApplication@kznhealth.gov.za or www.kznonline.gov.za/kznjobs

NOTE : (This Department is an equal opportunity, affirmative action employer, whose aim is to promote representativity in all levels of all occupational categories in the Department.) Applications must be submitted on the prescribed application for employment form (Z83-fully completed) and Curriculum Vitae. Only shortlisted candidates for a post will be required to submit certified documents and proof of current registration with the respective council on or before the day of the interview following communication from HR. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise, and the other must be an integrity (ethical conduct) assessment. Selection panel shall score both technical exercises as an additional criterion in the interview process. The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. NB: Failure to comply with the above instructions will disqualify applicants. Faxed applications will not be accepted. Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks security clearance (vetting), criminal clearance, credit records and citizenship, verification of educational qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. NB: Preference will be given to African Male

CLOSING DATE : 20 November 2026

POST 40/164	:	**ASSISTANT DIRECTOR: HUMAN RESOURCE MANAGEMENT REF NO: UMG01/2026** (This is a re-advertisement those who applied previously are encouraged to re-apply)
SALARY	:	R487 197 - R573 897 per annum. Plus: Other Benefits: 13th cheque, Medical Aid and Housing Allowance Optional (Employee must meet prescribed requirements)
CENTRE	:	Umgeni Specialised Psychiatric Hospital
REQUIREMENTS	:	Senior Certificate / Grade 12 or equivalent. Degree/ National Diploma in Human Resource Management / Public Management / Administration Plus. At least 3-5 years appropriate supervisory experience in Human Resource component. Valid driver's licence. PERSAL certificates. Computer Literacy (word processing and spreadsheet packages). Knowledge, Skills and Competencies: Working knowledge of health policies and current public service and health related legislation. Broad knowledge and understanding of Human Resource Management. Sound knowledge of Human Resource Practices, Staff Relations, Employee Wellness and Human Resource Development. Ability of strategic planning, execution, monitoring and evaluation. Sound knowledge of PERSAL, Project management and Financial Management. Ability to liaise with management. Knowledge of EPMDS. Computer literacy in word processing and spreadsheet packages. High level of information presentation.
DUTIES	:	Manage day to day functioning of the human resource management component to ensure that high-quality human resource management services are provided. Oversee HR practices, HR planning and Development, Labour Relations, Occupational Health and Employee Wellness. Responsible for development, implementation, monitoring and evaluation of Human resource standard operating procedures and guidelines. Implement National Core Standards and all other quality improvements initiatives. Develop Human Resource Plan for the hospital which includes HR Plan, Employment Equity Plan, Operational Plan, Skills Development Plan, Annual in-service Education Plan etc. and ensure that all stakeholders are represented as the guidelines stipulates. Maintain functional HR Committees which include Employment Equity Committee, IHRDC (Institutional Human Resource Development Committee), Institutional Management and Labour Committee, Occupational Health and Safety Committee and other relevant committees. Monitor and control budget allocated to Human Resource component and clearing of suspense accounts. Ensure effective performance management in line with Employee Performance Management and other relevant prescripts. Maintain good/sound labour peace. Ensure establishment of fully functional employee health and wellness programmes. Timeous submission of statistics, reports, returns and any other information from HR. Represent HR in various committees within the institution and at district level.
ENQUIRIES	:	Mr V.M Mvelase: CEO: Tel No: (033) 330 6146
APPLICATIONS	:	Applications should be directed to: Umgeni Specialised Psychiatric Hospital, Private Bag X23, Howick, 3290 / Hand Delivered / Corriere To: Human Resources Department, Umgeni Specialised Psychiatric Hospital, Old Main Road, Howick. Email to: UmgeniHospital.HRJobApplication@kznhealth.gov.za
FOR ATTENTION	:	HR department
NOTE	:	Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable at any government department or from the website www.kznhealth.gov.za which must be originally signed, initialled and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). 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. Please take note that due financial constraints no S & T will be considered for payment to the candidates that are invited for the interview. Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. No late applications will be considered. Please take note that due to the large number of applications received, applications will not be acknowledged. Correspondence will be limited to shortlisted candidates only. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. UMgeni Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution.

CLOSING DATE : 20 November 2026

DEPARTMENT OF TREASURY

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

APPLICATIONS : KwaZulu-Natal Provincial Treasury, P O Box 3613, Pietermaritzburg, 3200 or 145 Chief Albert Luthuli Road, Pietermaritzburg, 3200. Applications can also be submitted via the e-services system please assess this site on (eservices.gov.za)

FOR ATTENTION : Ms L Mthimunye

CLOSING DATE : 20 November 2026

NOTE : The new Z83 form must be used effective 1 January 2021 and can be downloaded at www.dpsa.gov.za-vacancies. The Z83 Must Be Completed In Full. Application must be accompanied by a detailed CV Only the provisionally shortlisted candidates will be requested to submit supporting documents (certified copies of qualifications, driver's license etc.) All shortlisted candidates, including SMS, shall undertake to 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. Selection panels shall score both technical exercises as an additional criterion in the interview process. Applicants need to ensure that they obtain and submit their foreign qualifications verified with SAQA if shortlisted or provisionally shortlisted. Non-South African citizens or permanent residency holders, if provisionally shortlisted, will be required to submit proof of citizenship 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 The Department will also conduct reference checks with HR of current /previous employer(s) beside the references provided on CV. Candidates will be subjected to security screening and a technical assessment. Under no circumstances will be faxed, emailed and late applications be accepted. The Department discourages applications that are registered and will not be held responsible for applications sent via registered mail which are not collected from the post office. It is the responsibility of the applicant to ensure that the application reaches the Department timeously. Regrettably, due to excessive budget cuts, the department is not in a position to meet any travel subsistence costs relating to recruitment processes, or relocation and resettlement costs for successful candidates. Should you not hear from the Department within 3 months of the closing date, please regard your application as unsuccessful. Candidates who do not comply with the above mentioned will not be considered.

MANAGEMENT ECHELON

POST 40/165 : **DIRECTOR: SPECIALIZED ADVOSORY SUPPORT SERVICES REF NO: KZNPT 26/53**

SALARY : R1 317 384 per annum, (all- inclusive package)

CENTRE : KZN Provincial Treasury, Pietermaritzburg

REQUIREMENTS : A 3 year recognized NQF Level 7 Qualification in Public Finance or Economics, Accounting, Financial Management. SMS Pre-Entry Certificate submitted prior to appointment. 5 years' Middle or senior Managerial experience in Public Finance or Budget Management field (e.g. Financial Management, Revenue

and Expenditure Management and Budgeting Systems). A Valid Driver's Licence-Persons with disabilities who are unable to drive themselves will be assisted to meet work related travel commitments. Skills, Knowledge and Competencies: Knowledge of the Constitution (as amended). PFMA and Treasury Regulations. PSRF (Public Service Regulatory Framework). Provincial Procurement Act and Regulations. Provincial Internal Audit Act. PGDS (Provincial Growth and Development Strategy). PSEDS (Provincial Spatial Economic Development Strategy). National Treasury guideline documents. Financial Management systems (including BAS). In year monitoring and National Treasury Returns. Performance Measurement systems. Asset Management. Public finance management. Problem-solving. Analytical and numeracy. Verbal communication and presentation. Good interpersonal relations. Computer skills: Spreadsheets (MS Excel), word processing (MS Word). Economic modelling, research, and analysis. Report writing and general writing. Monitoring and forecasting. Project management. Contract management. Budgeting and budgeting systems. Performance budgeting and strategic planning. Change management. Statistical and quantitative analysis. Financial management. Strategic planning and management. People management. High level statistical and numeracy skills (ability to work with complex, linked spreadsheets). Language.

DUTIES : Manage the implementation of a Management Reporting Framework for public entities with respect to budgeting. Manage the implementation of a Management Reporting Framework for public entities with respect to reporting. Manage the implementation of a Management Reporting Framework for public entities with respect to compliance with the PFMA by public entities. Provide inputs regarding vertical and horizontal division of revenue and contribute to discussions on DORA and participate in the review of the equitable share formula. Manage the development, review and implementation of policies, procedures and guidelines pertaining to provincial public entities and evaluate intergovernmental systems and provide recommendations to the Budget Council. Manage the resources of the Directorate.

ENQUIRIES : Ms. T Stielau Tel No: (033) 897 4308

NOTE : Preferences: Females and people with disabilities who meet the requirements.