ANNEXURE N

PROVINCIAL ADMINISTRATION: KWAZULU-NATAL
DEPARTMENT OF HEALTH

OTHER POSTS

POST 41/195	:	**MEDICAL MANAGER: MEDICAL SERVICES (NON-CLINICAL) TO SERVE BOTH AS MEDICAL MANAGER AND CHIEF EXECUTIVE OFFICER** Cluster: District Health Services Job Purpose: Manage the day - to- day functioning of the Community Health Centre to ensure effectiveness and efficiency.
SALARY	:	R1 479 723 per annum, an all-inclusive MMS salary package
CENTRE	:	Various Hospitals & CHC's: Hlengisizwe Community Health Care Ref No: G74/2026 Pomeroy Community Health Care Ref No: G75/2026 Pholela Community Health Care Ref No: G76/2026 Mfundo Arnold Lushaba CHC Ref No: G77/2026
REQUIREMENTS	:	MBCHB qualification. Plus, Registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Plus, A minimum of five 5) years' experience in a Health Institution or Primary Health Care environment. Unendorsed valid Code B driving license (Code 08). Competencies: Knowledge, Skills, Training and Competencies Required: The incumbent of this post will report to the District Manager, and will responsible to manage the provision of district level one health service. The ideal candidates must: Possess knowledge of relevant legislation such as Nation Health Act, Public Finance Management Act (PMF), Public Service Act and related regulations and policies. Possess knowledge of procurement, human resource management, work methods and procedures. Have strategic capability and leadership, programme and project management, financial management, change management people management and empowerment. Have service delivery innovation, knowledge management, problem solving and analysis, communication, client orientation and customer focus.
DUTIES	:	Implement financial planning, monitoring and control of expenditure. Formulate and implement strategies and policies to promote efficiency inclusive of clinical practices. Develop and implement clinical practices planning for the Community Health Centre. Manage the provision of clinical services within the Community Health Centre and its Clinics. Provide effective leadership to motivate staff and promote teamwork. Ensure effective human resource management in line with department of health guidelines and prescripts. Ensure Sound Labour Relations Practices within the Community Health Centre and its clinics. Ensure effective stakeholder management internal and external (stakeholders). Ensure effective implementation of quality health standards including ideal clinic realization and maintenance. Oversee provision of quality and safe patient care at clinics and Community Health Centre. Ensure effective systems management in support of clinical services i.e. (Laundry, transport, maintenance, Grounds, Security, Cleaning and Switchboard).
ENQUIRIES	:	Mr. J Mndebele Tel No: (033) 395 3274
APPLICATIONS	:	All applications should be forwarded to: The Chief Director: Human Resource Management Services KZN Department of Health Private Bag X9051, Pietermaritzburg, 3200 OR Hand Deliver to: 330 Langalibalele Street, Natalia Building, Registry, Minus 1:1 North Tower. Interested applicants can visit the following website at www.kznonline.gov.za/kznjobs for full posts details. "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 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.
FOR ATTENTION	:	Miss N.S Buthelezi Tel No: (033) 395 2896
NOTE	:	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 are encouraged to apply for the post. Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. 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. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applicants with foreign qualifications are requested to have their qualifications evaluated by SAQA and to provide proof of such evaluation (only 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 quoting the relevant reference number. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. (We strive to create an environment that brings the power of diversity to life and as such, this Department is an equal opportunity, affirmative action employer, whose aim is to promote inclusiveness in all occupational levels in the Department.). 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.

CLOSING DATE : 27 November 2026

POST 41/196 : **MEDICAL SPECIALIST GRADE 1,2,3: -TRAUMA UNIT REF NO: GS 27/26**
Component: Orthopaedics Department

SALARY : Grade 1: R1 395 528 per annum
Grade 2: R1 592 274 per annum
Grade 3: R1 844 151 per annum
All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, Plus Commuted Overtime which is subject to the needs of the department. Incumbents will have to sign the commuted overtime contract form annually.

CENTRE : Greys Hospital

REQUIREMENTS : Grade 12 / Senior Certificate, MBChB or equivalent. FC Ortho (SA) and MMED in Orthopaedics or Equivalent qualification. Registration certificate with HPCSA as a Medical Specialist in Orthopaedics. Current registration with HPCSA as a Medical Specialist in Orthopaedics. **Grade 1:** Not applicable; Registration with the HPCSA as a Medical Specialist. Foreign candidates require 1 Year relevant experience after registration with HPSA as a Medical Specialist, of whom it is not required to perform Community Service. **Grade 2:** 5 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in the relevant discipline. Foreign candidates will require 6 Years relevant experience after registration with HPSA as a Medical Specialist of which it is not required to perform Community Service. **Grade 3:** 10 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in the relevant discipline. Foreign candidates will require 11 Years relevant experience after registration with HPCSA as a Medical Specialist of which it is not required to perform Community Service. Knowledge, Skills and Experience: Comprehensive knowledge base of a specialist Orthopaedic surgeon in a regional or tertiary hospital setting. Surgical and practical skills required from a specialist in Orthopaedic surgery in a regional or tertiary hospital setting. Possess sound knowledge of Human Resource Management, budgeting, programme implementation, monitoring and evaluation, information management and quality assurance programmes. Knowledge of current Health and Public Service Legislation, Regulations and Policy including medical ethics, epidemiology, budget control and statistics. Good communication, leadership, decision-making and clinical skills.

DUTIES : Service Provision: Participate in outpatient assessment and treatment, ward rounds and operative treatment of Orthopaedic patients. Continuously monitor service delivery, both at Grey's Hospital and Referring Hospitals, and to

institute quality improvement measures to correct deficiencies. Help with the development of District and Regional Orthopaedic Level of Care where the need exists. Participate in cost containment activities / practices. Participate in provision of emergency after-hour services. Management: Assist in administrative duties related to the optimal functioning and service delivery in Orthopaedics at Grey's Hospital and the relevant referral hospitals. Develop protocols and clinical pathways for effective/efficient management of acute and chronic Orthopaedic conditions. Ensure that data is collected, analyzed on the state of Orthopaedic Service in Outlying Drainage Areas to enable Policy/Strategy development. Participate in Clinical Governance (Morbidity / Mortality). Academic / Research: Provide both Academic and Clinical service functions at the Hospital, including ward rounds, outpatients clinics, clinical training ward rounds. Train under- and post-graduate students on both bedside training and classroom training at the hospital. Participate in both academic and clinical administrative activities as delegated by the Head of Department. Participate in Student/Registrar Assessments. Relevant Research ad dictated by clinical need. Outreach: Active participation in outreach program aimed at improvement of patient access to the relevant clinical services (at least one visit a week). To ensure skills transfer through teaching activities involving the relevant staff at District/Regional Outlying Hospitals. Co-ordination of Outreach Services in Area 2 with 6 monthly reports on Outreach produced.

ENQUIRIES : Dr AWR Mungherera- Head Clinical Department Tel No: (033) 897 3299

APPLICATIONS : Applications to be forwarded to: The Human Resources Management Office, Greys Hospital Private Bag X9001, Pietermaritzburg, 3200 or Email Applications to khazimula.goba@kznhealth.gov.za or malinee.chandul@kznhealth.gov.za.

FOR ATTENTION : Mrs M. Chandulal

NOTE : Directions to Candidates: Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the new Z83 form and a detailed curriculum vitae only. Additionally: The new Application for Employment Form (Z83) is obtainable from any Government Department OR from the website – www.kznhealth.gov.za. Applicants must utilize the most recent Application for Employment Form (Form Z83) as issued by the Minister for DPSA (gazetted on 06 November 2020) in line with regulation of 10 of the Public Service Regulations, 2016 and failure to do so will result in disqualification. Applicants are required to complete and sign Z83 and also submit a detailed curriculum vitae (CV). All sections of the new Application for Employment Form (Z83) (except those sections that are not relevant to the applicant) must be completely, accurately and legibly filled in a manner that allows a selection committee to assess the quality of a candidate based on the information provided in the form. Applicants are required to reflect information even if the same information is provided on the detailed CV. 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 (Only shortlisted candidates will be required to submit proof of all documents and certificate of Service endorsed by Human Resources and may be subjected to competency test.). The employment equity target for this post is: African Male, Coloured Male, African Female, Coloured Female.

CLOSING DATE : 27 November 2026

POST 41/197 : **CHIEF EXECUTIVE OFFICER**
Cluster: District Health Services

SALARY : R1 101 468 per annum (Level 12), An all-inclusive MMS salary package

CENTRE : Various Hospitals & CHC's:
Greytown Hospital Ref No: G68/2026
Osindisweni Hospital Ref No: G69/2026
Mahatma Gandhi Memorial Hospital Ref No: G70/2026
Charles Jonhson Memorial Hospital Ref No: G71/2026
Mbongolwane Hospital Ref No: G72/2026
Vryheid Hospital Ref No: G73/2026

REQUIREMENTS : Matric Certificate (Grade 12), Plus. A degree/advanced diploma in a health-related field, PLUS. A Degree/Diploma in health management OR a degree/advanced diploma in a management field; Plus. Registration with

relevant professional council; PLUS. At least 5 (five) years' relevant management experience in the health sector or as a health service manager with management experience in a health service environment (non-clinical); Plus. Unendorsed valid Code B driver's license (Code 08). Competencies: Knowledge, Skills, Training and Competencies Required: Competencies: Knowledge: Knowledge of relevant legislation such as National Health Act, Public Finance Management Act (PMFA), Public Service Act and related regulations and policies. Core Competencies: Strategic capability and leadership, programme and project management, financial management, change management, people management and empowerment. Progress Competencies: Service delivery innovation, knowledge management, problem solving and analysis, communication, client orientation and customer focus.

DUTIES : Job Purpose To plan, direct co-ordinate and manage the efficient and delivery of clinical and administrative support services through working with the key executive management team at the hospital within the legal and regulatory framework, 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. Financial Management: Maximise revenue through collection of all income due to the Hospital, ensure that adequate policies, systems and procedure are in place to enable prudent management of financial resources, planning of financial resource mobilisation, monitoring and evaluation, asset and risk management. Facility 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 ensure planning and timeous maintenance of facilities and equipment. Human Resource Management: Develop, implement and maintain human resource management policies and guidelines, systems and procedures that will ensure effective and efficient utilisation of human resources, promote a safe and healthy working environment through compliance with relevant legislation including occupation 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 and in line with the PFMA, ensure that goods and services are procured in a cost effective timely manner. Clinical and Corporate Governance: Oversee clinical governance to ensure high standards of patient care, establish community networks and report to the Hospital. Responsible for corporate governance inclusive of infrastructure planning and maintenance as well as occupational health and safety, manage the institution's risk to ensure optimal achievement of health outcomes. Implement good governance, transparency, and accountability practices. Drive the hospital and its catchment clinics towards achieving and sustaining a clean audit. Responsible for providing strategic leadership and overall management of all health services within the hospital and its catchment area, ensuring the delivery of high-quality, equitable, and patient-centred care across the facility and associated clinics, 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. Drive and implement innovative strategies that advance progress towards Universal Health Coverage (UHC) in alignment with the National Health Insurance (NHI) framework. Build and maintain strong relationships with community structures, oversight bodies, NGOs, and other health sector partners. Participate in Operation Sukuma Sakhe (OSS) and other intersectoral collaborations. Ensure hospital and catchment clinics on readiness for audits, inspections, and quality assurance assessments. Promote a positive organisational culture.

ENQUIRIES Mr. J Mndebele Tel No: (033) 395 3274

APPLICATIONS : All applications should be forwarded to: The Chief Director: Human Resource Management Services KZN Department of Health Private Bag X9051, Pietermaritzburg, 3200 OR Hand Deliver to: 330 Langalibalele Street, Natalia Building, Registry, Minus 1:1 North Tower. Interested applicants can visit the following website at www.kznonline.gov.za/kznjobs for full posts details.

"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
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.

FOR ATTENTION : Miss N.S Buthelezi Tel No: (033) 395 2896

NOTE : 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 are encouraged to apply for the post. Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. 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. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applicants with foreign qualifications are requested to have their qualifications evaluated by SAQA and to provide proof of such evaluation (only 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 quoting the relevant reference number. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. (We strive to create an environment that brings the power of diversity to life and as such, this Department is an equal opportunity, affirmative action employer, whose aim is to promote inclusiveness in all occupational levels in the Department.). 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.

CLOSING DATE : 27 November 2026

POST 41/198 : **DEPUTY MANAGER HRM: MONITORING & EVALUATION REF NO: UGU DO 07/2026 (X1 POST)**

SALARY : R932 292 per annum (Level 11), (an all-inclusive MMS package)

CENTRE : UGU Health District Office

REQUIREMENTS : Senior Certificate,3 year Bachelor Degree / National Diploma in HR Management Human Sciences / Public Management or Administration, A minimum of 3 years' Managerial Experience in Human Resource Management, PERSAL certificate, Computer literacy: MS Office Software Applications, Valid code EB driver's license (code 8); Project management and strategic planning, An understanding of the "push" factors affecting human resource supply and demand within the health sector, Ability to prioritize issues and other work-related matters so as to comply with time frames, Broad knowledge of HR practices and disciplines, Excellent management, facilitation, communication and interpretation skills, Expert knowledge legislative and policy framework informing the area of operation, Ability to capture and communicate the essence of recommendation in a concise and clear corporate language, Ability to prioritize issues and after work related matters in order to comply with tight deadlines, A clear understanding of challenges facing the Public Sector.

DUTIES : Ensure and facilitate the consolidation of an integrated HR Plan for the District and monitor and evaluate the performance of Institutions to accomplish the identified human resource management indicators, provide early warning and develop innovative solutions to overcome identified problem areas; Oversee and manage processes for the alignment of organizational and post establishment structures within the District in line with emerging service

delivery demands as well as the imperatives set by the Annual Performance Plan of the District, the Service Transformation Plan of the Department, budget allocations as well as standards and workload statistics; Oversee the effective implementation of Human Resources management policy imperatives in Institutions and ensure consistency in the application thereof; Ensure a well-coordinated and integrated approach to develop sound labour relations and within the District promote staff wellbeing, safety, employee performance management and develop system (EPMDS); Manage the utilization of resources allocated to the section inclusive of the development of staff; Provide District HR compliance and support services.

ENQUIRIES : Mrs N. Govender Tel No: (039) 688 3000

APPLICATIONS : Application to be forward to: The District Director, Ugu Health District Office, Private Bag X735, Port Shepstone, 4240 Applications can also be e-mailed to: UGU.HRIntern@kznhealth.gov.za

FOR ATTENTION : The Human Resource Manager

NOTE : Detailed application for employment (Z83) and Curriculum Vitae. Certified copies – Must Not Be Submitted When Applying for Employment. (Only shortlisted candidates will be requested to submit proof) 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.

CLOSING DATE : 27 November 2026

POST 41/199 : **HEAD OF DEPARTMENT-PND3 REF NO: KZNCN-NGWE CAMP 02/2026 (X1 POST)**
Institution: Ngwelezana Tertiary Hospital
Component: KZNCN-Ngwelezana Campus

SALARY : R741 783 per annum. Other Benefits: 13th Cheque, 8% Rural Allowance, Medical Aid (Optional) and Housing Allowance (Employee must Meet Prescribed Requirements)

CENTRE : Empangeni

REQUIREMENTS : Senior Certificate / Grade 12, Plus A Diploma / Degree in Nursing, Midwifery, Community and Psychiatry Plus A post registration qualification in Nursing Education registered with the South African Nursing Council (SANC) PLUS Current Registration with the South African Nursing Council (SANC) 2026. Additional Information: Master's degree in nursing. A post-registration qualification in Nursing Management/Nursing Administration/Health Service Management. Basic computer literacy course. Plus, A minimum of nine (9) years appropriate/recognizable nursing experience after registration as a Professional Nurse with SANC. At least five (5) years of the period referred to above must be appropriate/recognizable experience in Nursing Education after obtaining the post-basic qualification in Nursing Education. Unendorsed valid Code EB driver's licence (code 08). Knowledge, Skills, Training and Competencies Required: Possess knowledge of Public Service Administration Acts and Legislation such as Health Act, Higher Education Act, SAQA Act, NQF, Nursing ACT, Rules and Regulations, Council on Higher Education Policies, College Policies, PSR, Disciplinary Code and Procedure, Labour Relations Act, etc. Have in-depth knowledge of procedures and processes related to nursing and nursing education and training. Possess sound knowledge and understanding of nursing code of ethics and professional practice of the South African Nursing Council. Thorough knowledge and understanding of Nursing Standard of Practice and Scope of Practice. Possess knowledge of curriculum development and review. Knowledge of procedures and processed related to coordination of Basic and Post-Basic Nursing including the Diploma in Nursing (General, Community, Psychiatry) and Midwifery, Diploma in Nursing, Higher Certificate in Nursing, Advanced Diploma in Midwifery and Post-Graduate Diploma's in Nursing. Possess proficiency in teaching and assessment in Nursing Education. Possess sound knowledge of planning, scheduling, implementation of Nurse training programmes. Possess sound conflict and decision-making/problem solving skills. Have good research and analytical skills. Have excellent communication and presentation skills (both verbal and written). Computer literacy with proficiency in MS Office package, Excel, Power Point and Outlook. Good interpersonal relations. Ability to work within deadlines.

DUTIES : Coordinates the provision of education and training of Student Nurses. Manages clinical learning exposure to students between college and clinical areas. Coordinates and ensure clinical accompaniment of students. Coordinates teaching and learning of R171 programme. Ensure the implementation of quality assurance in R171 programmes. Collaborates with other internal and external stakeholders and build a sound relationship within the Department. Supervision and management of performance and development of staff under your discipline in accordance with EPMDS policy. Oversees the supervision of students. Policy analysis and development. Development and review of nursing curricula for all categories of training. Implements the new nursing programmes in line with SANC and CHE regulations. Participates in the provisioning of Continuous Professional Development (CPD) activities at the Campus. Participates in all governance structures of the College.

ENQUIRIES : Dr TE Matsane Tel No: (035) 9017094

APPLICATIONS : All applications should be forwarded to Dr TE Matsane, The Campus Principal, Ngwelezana Campus, Private Bag X20016, Empangeni, 3880. for attention: The Registrar Academic by courier OR hand delivered at Admin Block, Ngwelezana Campus in Ngwelezana Hospital, Thanduyise Road, next to Ngwelezane Police Station. Applications can also be emailed to NgwelezaneHospital.HRJobApplication@kznhealth.gov.za OR ntombifikile.dube@kznhealth.gov.za The reference number must be indicated in the column provided on the form Z83, e.g. KZNCN-NGWE CAMP 05/2025

NOTE : The following documents must be submitted: Amended application for employment (Z83) which is obtainable from any Government Department OR from the website -www.health.gov.za, which must be originally signed, initialled and dated. Applications received on the incorrect Z83 form will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose information will automatically disqualify the applicant. The application form (Z83 must be accompanied by a comprehensive Curriculum Vitae (with detailed experience). Applicants are not required to submit copies of qualifications and other relevant documents on the application. Such documents will be requested from shortlisted candidates only. 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 the SMS, shall undertake two pre-entry assessments. One will be practical exercise to determine a candidate's suitability based on the post's technical and generic requirement 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. 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 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. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. 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. Persons with disabilities should feel free to apply for the post. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due to departmental budgetary constraints.

CLOSING DATE : 30 November 2026

POST 41/200 : **CLINICAL PROGRAMME COORDINATOR: GRADE 1 REF NO: PMMH 41/2026 (X1 POST)**
Re-advertisement: Candidates who previously applied for this post are encouraged to re-apply.
Component: Infection Prevention and Control (IPC)

SALARY : R571 161 – R644 613 per annum. Other Benefits: Home Owner Allowance (conditions apply) ,13th Cheque (conditions apply), Medical Aid (Optional), In-hospital Area Allowance (8% of basic salary)

CENTRE	:	Prince Mshiyeni Memorial Hospital
REQUIREMENTS	:	Basic R425 qualification (i.e. Diploma/ Degree in General Nursing and Midwifery) that allows registration with the 'South African Nursing Council' (SANC) as a Professional Nurse. Certificates of Registration with the SANC (General Nursing and Midwifery). Current registration with the SANC (2026). A minimum of seven (7) years appropriate/ recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. A qualification in Infection Prevention and Control from a recognizable institution of Higher Learning. will be an added advantage. Knowledge, Skills Training and Competencies Required: Knowledge of Public service policies, Health Act and Nursing Act, SANC regulations, Code of conduct, Batho Pele principle, Labour relations Act, Occupational Health and Safety Act. Sound knowledge of Infection Prevention and Control, patient safety and quality assurance standards, nursing care, and clinical guidelines, possess good communication, leadership, interpersonal, conflict management, negotiation, decision making, and problem solving skills. Good human relations, demonstrating concern for patients and promoting and advocating proper treatment and care in line with Batho Pele principles. Demonstrate a basic understanding of Human Resource and financial policies and practices. Demonstrate basic computer literacy as a support tool to enhance service delivery. Ability to plan and organize own work, time and that of support personnel to ensure effective and quality care. Ability in organizing, planning and possess supervising skills and function well within the team.
DUTIES	:	Provide effective and efficient Infection Prevention and Control services in the institution and feeder clinics. Draft annual IPC operational plan. Develop and ensure implementation of Infection Control plan for the institution and feeder clinics. Sustain IPC Programme and monitor progress on quarterly basis. Facilitate appointment and review of IPC Committee members. Conduct Infection and Control meetings. Provide support to the Hospital Management team to ensure that a high standard of infection control is maintained. Advise the hospital management of all identified infection control risks and recommendation thereof. Provide management and supervisors with up to date infection control information. Ensure that all departments and clinics are provided with infection control guidelines, protocols, SOP's and that these are implemented. Conduct IPC audits, identify gaps, collate and coordinate formulation of Quality improvement plans for identified gaps. Develop and implement an annual in-service trainings and orientation induction Programme for clinical and non-clinical staff on IPC practices. Monitor and evaluate IPC practices in hospital & clinics. Provide technical support, development of training materials, information sheets on Infection Prevention and Control. Develop basic tools for monitoring IPC standards and related IPC indicators and data collection tools. Conduct monthly and random hygiene inspections in all departments and monitor implementation of action plans. Conduct IPC risk assessments and audits and monitor implementation of action plans. Monitor management, notification and reporting of communicable diseases. Ensure timeous submission of daily, weekly, monthly and quarterly reports to relevant stakeholders. Participate in Antibiotic Stewardship Programme and monitor compliance to antibiotic policy. Compile annual institutional infection prevention and control procurement plan. Plan the budget for infection control department and exercise control over utilization of such a budget. Monitor availability and proper management of IPC resources and supplies. Facilitate procurement of infection control equipment and other resources. Monitor the cleaning and disinfection of the equipment and environment. Review outbreak of infections and advise on how outbreaks can be managed and prevented. Collate weekly, monthly, quarterly IPC reports and present to management. Represent the facility at District and Provincial IPC forums/meetings. Ensure that surveillance are done in the institution and clinics and reported as per requirement. Report on the incidence and prevalence of alert organisms and communicable diseases to the District CDC Co-ordinator.
ENQUIRIES	:	Mrs. M Pillay Tel No: (031) 907 8519
APPLICATIONS	:	Applications to be forwarded to: The Human Resource Manager OR Hand deliver to A-Block 1st Floor white applications box. Prince Mshiyeni Memorial Hospital, Private Bag X07, Mobeni, 4060. 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: Nokukhanya.Mchunu@kznhealth.gov.za quoting reference number only in the subject line. Emailed applications should please be sent as one attachment.

FOR ATTENTION : Mr. M.F Mlambo

NOTE : Directions to Candidates: Applicants must submit a fully completed, initialled and signed Z83 form and a detailed CV only. All fields of Sections A, B, C and D of the Z83 must be completed in full. Due to the limited space on the Z83, applicants may indicate “refer to CV” or “see attached” in Sections E, F and G. However, the question relating to conditions that prevent re-appointment under Part F must be answered, and the declaration must be completed and signed. Only shortlisted candidates will be required to submit certified supporting documents and a Certificate of Service endorsed by Human Resources. Only the new Z83 Application for Employment form, effective from 01 January 2021, will be accepted. The form is available from any Government Department or from the KZN Department of Health or DPSA websites. The reference number and position applied for must be clearly indicated on the Z83 form. 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 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. The successful candidate will be required to sign a performance agreement within three months of appointment. Due to the anticipated high number of applications, applications will not be acknowledged. Correspondence will be limited to shortlisted candidates. If you are not contacted within two months after the closing date, please consider your application unsuccessful. African males and persons with disabilities from all designated race groups are encouraged to apply. No subsistence and travel (S&T) payments will be made to candidates attending interviews. Applicants with foreign qualifications must have their qualifications evaluated by SAQA and provide proof of the evaluation where required. Failure to comply may result in the application not being considered. The Department reserves the right not to fill the post(s). Failure to comply with the above requirements will result in disqualification. (This Department is an equal opportunity and affirmative action employer committed to promoting representivity at all levels and across all occupational categories.)

CLOSING DATE : 27 November 2026

POST 41/201 : **LIBRARIAN REF NO: KZNCN-NGWE CAMP 01/2026 (X1 POST)**
Institution: Ngwelezana Tertiary Hospital
Department: KZNCN-Ngwelezana Campus

SALARY : R413 001 per annum. Other Benefits: 13th Cheque, Medical Aid (Optional) and Housing Allowance (Employee must Meet Prescribed Requirements)

CENTRE : Empangeni

REQUIREMENTS : Senior Certificate/Grade 12, Plus A Diploma/Degree in Library and Information Science. At least two (2) years’ experience in the relevant field. Knowledge, Skills and Competencies Required: The candidate must have an ability to make independent decisions. Leadership, management, planning, organizing and co-ordination skills. Have the knowledge of Health activities, Research methodology, Clinical terminology and Library practices. National Archives of South Africa Act, 1996. Public Service Act, 1994. Skills Development Act, 1998, Labour Relations Act, 1997. Basic Conditions of Employment Act, 1997. Project Management. Research. Computer Literacy. Communication both internal and external stakeholders. Analytical. Policy development. Promotion and marketing. Supervisory.

DUTIES : To design, develop and maintain a collection of research reports, journals and other health related material and manage the accessibility thereof to users. Classify, catalogue and index new material acquired by the Library and update the information management system to reflect the new material. Administer the material on loan to and from the library to ensure that the material is current, in good condition and is returned timeously. Perform information searches on material in the library, in other libraries and on the internet in order to meet the knowledge requirements of library users. Design and implement a health-specific library index and associated information management system to facilitate the efficient and effective storage and retrieval of health and medical

research material including information contained on media such as CD's; video's and DVD's. Promote the use of the library in order to contribute to the development of a culture of continuous learning within the Department. Review library processes to enable an improved service to users. Provide orientation to new staff and students on the use of library services.

ENQUIRIES : Dr TE Matsane Tel No: (035) 901 7094

APPLICATIONS : All applications should be forwarded to Dr TE Matsane, The Campus Principal, Ngwelezana Campus, Private Bag X20016, Empangeni, 3880 for attention: The Registrar Academic by courier OR hand delivered at Admin Block, Ngwelezana Campus in Ngwelezana Hospital, Thanduyise Road, next to Ngwelezane Police Station. Applications can also be emailed to NgwelezaneHospital.HRJobApplication@kznhealth.gov.za OR ntombifikile.dube@kznhealth.gov.za The reference number must be indicated in the column provided on the form Z83, e.g. KZNCN-NGWE CAMP 05/2025

NOTE : The following documents must be submitted: Amended application for employment (Z83) which is obtainable from any Government Department OR from the website -www.health.gov.za, which must be originally signed, initialled and dated. Applications received on the incorrect Z83 form will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose information will automatically disqualify the applicant. The application form (Z83 must be accompanied by a comprehensive Curriculum Vitae (with detailed experience). Applicants are not required to submit copies of qualifications and other relevant documents on the application. Such documents will be requested from shortlisted candidates only. 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 the SMS, shall undertake two pre-entry assessments. One will be practical exercise to determine a candidate's suitability based on the post's technical and generic requirement 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. 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 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. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. 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. Persons with disabilities should feel free to apply for the post. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due to departmental budgetary constraints.

CLOSING DATE : 30 November 2026

POST 41/202 : **HEALTH AND SAFETY OFFICER REF NO: RKK/SO1/2026 (X1 POST)**
Re-advertised and candidates who had previously applied may re-apply

SALARY : R413 001 per annum

CENTRE : R.K Khan Hospital: KwaZulu Natal

REQUIREMENTS : Grade 12 / Matric. Appropriate Degree / National Diploma in Environmental Health or Degree /national Diploma in Safety Management or B Tech degree in safety management or environmental health. Minimum of Three (3) years' experience as a Safety Officer. Certificate of Service endorsed and stamped by Human Resource. Computer literacy and valid driver's license will be an advantage. Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following the communication from Human Resource. Knowledge, Skills Training and Competencies Required: Knowledge of Legislation pertaining to Occupational Health and Safety. Identification, control, elimination and monitoring of hazards Health education and administration of the service. Computer literacy. Accident investigation. Disaster management.

DUTIES	:	Identification of potential situations that could lead to injury/disability/death of staff member/ visitor. Property damage or loss, internal disasters, medico-legal claim and reporting thereof to the Assistant Director: Health and Safety. Ensuring the delegate management and administrative functions are carried out timely and correctly in order for health and safety to function in the institution. Assisting in development and compilation of manuals, policies and protocol that will be included in the rolling out of health and safety training, orientation and induction programmes. Participate in safety audits for the institution in compliance with the Occupational Health and Safety act, 85 of 1993.Assisting the Assistant Director: Health and Safety in ensuring that the buildings, construction, plants, and machinery meet and maintain compliance certificates that are regulated by the Occupational Health and Safety Act, 85 of 1993 and its regulations
ENQUIRIES	:	Mr NTA Dumakude Tel No: (031) 459 6018
APPLICATIONS	:	All applications to be posted to: R.K. Khan Hospital, 336 R.K. Khan Cir, Westcliff, Chatsworth 4092 or drop off in the application box at Human Resource Department, 2nd Floor Recruitment Office Opposite Theatre or email to Phumelele.Makhoba@kznhealth.gov.za .Applicants are discouraged from sending applications through registered mail/postal services as the hospital will not be responsible for non-collection of those applications.
NOTE	:	Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed ,initialled and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae. Applicants are not required to submit copies of qualifications and other relevant documents on application. Certified copies of qualifications and 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 interview. The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. NB: Failure to comply with the above instructions will disqualify applicants. Faxed and e-mailed applications will NOT be accepted. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. Please note that due to the large financial constraints no S &T and settlement claims will be considered for payment to candidates that are invited for the interview. 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.
CLOSING DATE	:	27 November 2026
POST 41/203	:	**SUPPLY CHAIN CLERK REF NO: PMMH 42/2026 (X1 POST)** Component: Supply Chain Management
SALARY	:	R237 453 – R279 708 per annum (Level 05). Other Benefits: Home Owner Allowance (conditions apply) ,13th Cheque (conditions apply), Medical Aid (Optional).
CENTRE	:	Prince Mshiyeni Memorial Hospital
REQUIREMENTS	:	Senior Certificate (Grade 12) or equivalent recognised qualification. Knowledge, Skills Training and Competencies Required: Basic knowledge of Supply Chain Management policies and procedures. Basic knowledge of procurement, purchasing and stock control processes. Basic knowledge of financial and administrative procedures. Computer literacy, including Microsoft Office. Good communication and interpersonal skills. Good numerical, organisational and record-keeping skills. Ability to capture and process information accurately. Ability to work under pressure and meet deadlines. Ability to work independently and as part of a team. Honesty, integrity, reliability and confidentiality. Knowledge of Batho Pele principles.
DUTIES	:	Assist with the processing of procurement and supply chain transactions. Capture and process requisitions, orders and related supply chain documents. Assist with obtaining quotations and processing procurement documentation

in accordance with applicable procedures. Maintain accurate procurement, supplier and stock records. Receive, check and record goods and services delivered to the institution. Assist with stock control, stocktaking and the monitoring of stock levels. Verify invoices and supporting documents before submission for processing. Maintain proper filing and safekeeping of supply chain records. Assist with the preparation of supply chain reports and statistics. Respond to enquiries and provide administrative support to the Supply Chain Management unit. Ensure compliance with applicable SCM policies, procedures and delegations. Perform any other related duties as directed by the supervisor.

ENQUIRIES : Ms BLA Dladla Tel No: (031) 907 8406

APPLICATIONS : Applications to be forwarded to: The Human Resource Manager OR Hand deliver to A-Block 1st Floor white applications box. Prince Mshiyeni Memorial Hospital, Private Bag X07, Mobeni, 4060. 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: Nokukhanya.Mchunu@kznhealth.gov.za quoting reference number only in the subject line. Emailed applications should please be sent as one attachment.

FOR ATTENTION : Mr. M.F Mlambo

NOTE : Directions to Candidates: Applicants must submit a fully completed, initialled and signed Z83 form and a detailed CV only. All fields of Sections A, B, C and D of the Z83 must be completed in full. Due to the limited space on the Z83, applicants may indicate “refer to CV” or “see attached” in Sections E, F and G. However, the question relating to conditions that prevent re-appointment under Part F must be answered, and the declaration must be completed and signed. Only shortlisted candidates will be required to submit certified supporting documents and a Certificate of Service endorsed by Human Resources. Only the new Z83 Application for Employment form, effective from 01 January 2021, will be accepted. The form is available from any Government Department or from the KZN Department of Health or DPSA websites. The reference number and position applied for must be clearly indicated on the Z83 form. 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 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. The successful candidate will be required to sign a performance agreement within three months of appointment. Due to the anticipated high number of applications, applications will not be acknowledged. Correspondence will be limited to shortlisted candidates. If you are not contacted within two months after the closing date, please consider your application unsuccessful. African males and persons with disabilities from all designated race groups are encouraged to apply. No subsistence and travel (S&T) payments will be made to candidates attending interviews. Applicants with foreign qualifications must have their qualifications evaluated by SAQA and provide proof of the evaluation where required. Failure to comply may result in the application not being considered. The Department reserves the right not to fill the post(s). Failure to comply with the above requirements will result in disqualification. (This Department is an equal opportunity and affirmative action employer committed to promoting representivity at all levels and across all occupational categories.)

CLOSING DATE : 27 November 2026

POST 41/204 : **ENROLLED NURSING ASSISTANT REF NO: NMH/ENA/2026 (X1 POST)**
(Re-advertisement)

SALARY : Grade 1: R181 230 – R207 225 per annum
Grade 2: R211 401 – R239 922 per annum
Grade 3: R249 141 – R310 890 per annum
Other Benefits 13th Cheque/ Service Bonus Medical Aid (Optional) Homeowners Allowance: Employee must meet prescribed requirements.

CENTRE : Niemeyer Memorial Hospital

REQUIREMENTS	:	**Grade 1:** Experience: None **Grade 2**: Experience: A minimum of 10 years' appropriate / recognizable experience in nursing after registration as Enrolled Assistant with SANC. **Grade 3:** Experience A minimum of 20 years' appropriate/ recognizable experience in nursing after registration as Enrolled Nursing Assistant with SANC. Grade12 or equivalent qualification, plus 01-year Nursing Assistant certificate that allows registration with South African Nursing Council (SANC 2026). Current registration with the South African Nursing Council (SANC 2026) as a Nursing Assistant. Knowledge, Skills, Training and Competencies Require Nursing Act. Health Act Occupational Health and Safety Act. Patients' Rights Charter. Batho Pele principles. Public Service Regulations Labour Relations Acts. Disciplinary Code and Procedure Grievance Procedure, etc. Basic communication skills Basic writing skills. Ability to function part of a team. Basic interpersonal skills. Elementary facilitation skills.
DUTIES	:	Ensure maintenance of patient hygiene. Facilitate nutritional status of patients. Facilitate the mobility of patients. Facilitate the elimination process. Measure, interpret and record vital signs. Operate all relevant apparatus and equipment. Assist professional nurses with clinical procedures (i.e. administering intramuscular injections). Preparation of patients for diagnostic and surgical procedures. Order stock and equipment in a cost-effective manner. Report loss or damage immediately. To maintain the code of conduct as required in Public Service and by the Professional Body. Seek learning opportunities, i.e. in-service training, courses. Assist patients with bathing, dressing, feeding and toileting. Help patients with mobility, positioning, and transferring safely. Ensure patients are comfortable and maintain their dignity. Observe and record changes in patient's physical/ emotional condition to the supervisor. Measure and record vital signs. Follow infection prevention and control procedures. Practice proper hand hygiene and personal protective equipment. Maintain cleanliness of patient care areas and equipment (PPE) Ensure a safe environment by preventing falls and reporting hazards. Respond promptly to patient requests and emergencies. Record care provided accurately and promptly. Participate in shift handover and follow up instructions from supervisors. Maintain patient confidentiality. Demonstrate punctuality, reliability and professional behaviour. Report faulty equipment and ensure supplies are adequate.
ENQUIRIES	:	Mrs. G.N Nkosi Tel No: (034) 331 3011
APPLICATIONS	:	Please forward applications quoting reference number to: Human Resource Management, Niemeyer Memorial Hospital, Private Bag X1004, Utrecht, 2980 or email: Niemeyer.Intern@kznhealth.gov.za
NOTE	:	Directions to Candidates: The following documents must be submitted: Applications are not required to submit copies of qualification and other relevant document on application but must submit the Employment Form (Z83) and the detailed Curriculum Vitae. Certified copies of certificates and other relevant documents will only be requested from shortlisted candidates on or before the interviews. Therefore, only shortlisted candidates for a post will be required to submit certified documents on or before the day of the interview following communication from HR. 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 reference number must be indicated in the column provided on form Z83 e.g. Reference Number (NMH/THRT2026) Persons with disabilities should feel free to apply for the post Failure to comply with the above instructions will disqualify the applicants. The appointment is subject to positive outcome obtained from the State Security Agency (SAA) to the following checks (criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers. Please note that due to many applications received, applications will not be acknowledged, however, only the short-listed applicants will be advised of the outcome. Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. Please note that no S&T payments will be considered for payment to candidates that are Invited for interview. (This Department is an equal opportunity, affirmative action employer, whose aim is to promote presentively at all levels of different Occupational Categories in the Department). Employment Equity Target for both posts African Male.

CLOSING DATE : 27 November 2026