

**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 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.*

- APPLICATIONS** : All applications must be addressed to the Head of Department and may be hand delivered or couriered to 4 Pin Oak Avenue, Hilton, 3245. Applications may also be posted to Private Bag X6005, Hilton, 3245. Applicants are discouraged from sending applications through registered mail because the Department will not be responsible for non-collection of these applications. Applicants may also submit their completed and signed Z83 application forms and CV's directly to the following email address: [kznjobssouth@kzndard.gov.za](mailto:kznjobssouth@kzndard.gov.za) Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at [www.kznonline.gov.za/kznjobs](http://www.kznonline.gov.za/kznjobs)
- CLOSING DATE** : 20 September 2024
- NOTE** : Applicants are encouraged to apply for posts through the online e-Recruitment system at [www.kznonline.gov.za/kznjobs](http://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. 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](http://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. 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. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful. Note: For all SMS posts, appointments will be subject to submission of the pre-entry certificate into the SMS obtainable from the National School of Government.

**OTHER POST**

- POST 32/69** : **SCIENTIFIC MANAGER GRADE A: GRASS AND FORAGE RESEARCH SERVICES REF NO: SSC05/2024**
- SALARY** : R1 042 170 per annum, (all-inclusive salary OSD package)
- CENTRE** : Cedara – Head Office
- REQUIREMENTS** : A four-year Agricultural Science degree and an M.Sc in Agriculture (Grass & Forage / Pasture Sciences), registration with SACNASP as a Professional Natural Scientist and a valid driver's license. Experience: 6 years post M.Sc degree relevant experience. Knowledge: Sound understanding of agricultural research methodologies and application of practices and techniques of field of expertise. Skills: Sound technical and generic skills are required in the field of expertise. Technical: Analytical skills and data analysis, scientific methodology and models, research and development, writing i.e. scientific papers, technical reports, popular articles, scientific editing and reviewing, communication at a scientific and technical level and at an informative level, programme and project management, presentation, computer aided scientific applications, professional judgement, policy development and analysis, livestock husbandry. Generic: leadership, mentorship, conflict management, financial management, planning and organizing, problem solving and analysis, creativity, decision making, change management, customer focus and

- responsiveness, communication, innovation, computer literacy, customer focus and responsiveness, networking, creating a high performance culture.
- DUTIES** : Ensure the development and implementation of policies, systems and procedures. Provide strategic leadership and direction. Manage scientific research to improve expertise. Manage the budget and assets of the sub-directorate. Manage the human resources of the sub-directorate.
- ENQUIRIES** : Mr M Magawana Tel No: (033) 3559258

**DEPARTMENT OF HEALTH**

*This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the department.*

**OTHER POSTS**

- POST 32/70** : **MEDICAL SPECIALIST: INFECTIOUS DISEASES: GRADE 1/2/3 REF NO: HRM 26/2024 (X1 POST)**

This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representivity in all levels of all occupational categories in the Hospital. Persons with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying

- SALARY** : Grade 1: R1 271 901 – R1 348 635 per annum, (all-inclusive package)  
Grade 2: R1 451 214 – R1 538 9670 per annum, (all-inclusive package)  
Grade 3: R1 680 780 – R2 097 327 per annum, (all-inclusive package)

- CENTRE REQUIREMENTS** : Victoria Mxenge Hospital  
MBCHB or equivalent PLUS FCP (SA) or equivalent PLUS Registration certificate with the HPCSA as a Medical Specialist in PLUS Current registration with HPCSA as a Medical Specialist (2024) Recommendation: Computer Literacy Knowledge, Skills, Training And Competencies Required: Sound management of General Internal Medicine, Excellent decision-making, problem-solving, leadership, and mentorship skills, Sound medical ethics, Good communication skills, Orientation towards service deliver, Ability to develop and maintain quality improvement programs and policy documents, Participation in clinical audits, peer review meetings, and mortality and morbidity meetings, Leadership in the departmental academic program, Ability to work as part of a multidisciplinary team.

- DUTIES** : Sound management of General Internal Medicine, Excellent decision-making, problem-solving, leadership, and mentorship skills, Sound medical ethics, Good communication skills, Orientation towards service delivery, Ability to develop and maintain quality improvement programs and policy documents, Participation in clinical audits, peer review meetings, and mortality and morbidity meetings, Leadership in the departmental academic program, Ability to work as part of a multidisciplinary tea Supervise daily ward rounds in the Department of Infectious Diseases at Victoria Mxenge Hospital, Supervise and screen consults referred to the Infectious Diseases, Supervise Infectious Diseases Specialist Clinic twice per week, The incumbent will report to the Head of the Department of Infectious Diseases and will be responsible for fulfilling the following requirements according to the policies of the Department i.e., Service, Teaching, Administration, and Research, To efficiently execute duties that support the aims and objectives of the Department of Infectious Diseases in providing specialist care for patients in the Department of Infectious Diseases, To supervise the training of registrars, medical officers, and undergraduate medical students in Infectious Diseases, To participate in and contribute to the research and outreach activities of the Department of Infectious Diseases, For co-ordination of grand round presentations and other meetings

- ENQUIRIES** : Dr S.A. Moodley Tel No: (031) 360 3854, (Act. Senior Manager Medical Services)

- APPLICATIONS** : Hand Delivered applications should be posted into The Red Box, next to the ATM in the Admin Building. Please forward emailed applications to [kingedwardhospital.HRJobapplication@kznhealth.gov.za](mailto:kingedwardhospital.HRJobapplication@kznhealth.gov.za)

- FOR ATTENTION NOTE** : Mrs. N.J Garib (HR Department)  
An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website [www.kznhealth.gov.za](http://www.kznhealth.gov.za). Applicants for employment must be full completed Z83 form and updated CV only Copies of certified qualifications and other relevant documents will be requested from shortlisted candidates. The reference

number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. Please note that the selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications, we receive, receipt of applications will not be acknowledged. Should you not be advised within 90 days of the closing date, kindly consider your application as unsuccessful. Please Note That Due to Financial Constraints, There Will Be No Payment OF S&T Claims.

- CLOSING DATE** : 20 September 2024
- POST 32/71** : **HEAD CLINICAL UNIT (MEDICAL) GRADE 1 – OPHTHALMOLOGY REF NO: GS 19/24**  
Component: Surgery
- SALARY** : R1 976 070 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 based on Departmental operational needs. Employee must sign the commuted overtime contract form annually.
- CENTRE** : Greys Hospital, PMB Metropolitan Hospitals Complex
- REQUIREMENTS** : Senior Certificate or equivalent MBCHB or Equivalent qualification Plus A specialist qualification in the appropriate Health Science, Plus Registration with the Health Professions Council of South Africa for independent practice as an Ophthalmologist with significant experience in the relevant discipline; At least five years post registration experience as a Specialist in Ophthalmology (Only shortlisted candidates will be required to submit proof of all documents) The Employment Equity Target For This Post Is: African Male, African Female. Recommendations: Experience in a tertiary environment, research experience and management training will be a recommendation. Knowledge, Skills, Attributes and Abilities Appropriate Specialist procedures and protocols within field of Ophthalmology Sound knowledge of Human Resource management. Financial Management – monitoring of expenditure, Essential Drug List, Management functions – policy analysis and implementation, strategic management, project management, information management, total quality management and improvement, legal aspects, patient care and service delivery, applicable mandatory requirements and Acts, Regulations, Protocols and Guidelines used in Health Services. Planning and developing an appropriate program for Ophthalmology advancement in the Metropolis and in the referring regional hospitals. Good communication, leadership, decision-making and clinical skill. Develop and foster co-operation with Medical School and UKZN. Competence in undergraduate, post graduate and subspecialty training. Computer literacy. It is envisaged that the successful candidate will be sharing administrative duties and responsibilities at Grey's Hospital. This will facilitate optimum service provision at Grey's hospital and the relevant drainage area.
- DUTIES** : Clinical Care Incumbent to provide ophthalmology services at Grey's Hospital, in the Pietermaritzburg Metropolitan Hospitals Complex and the tertiary drainage area; Participate in the delivery of a 24-hour in-patient and out-patient ophthalmology care within the Pietermaritzburg Metropolitan Hospitals Complex and the tertiary drainage hospitals; Develop management protocols for the ophthalmology patients in accordance with the level of care of the Metropolis and referral hospitals; Provide appropriate ophthalmology care to patients in the Metropolis and tertiary drainage area; Maintain and monitor specialist, medical officer and registrar ophthalmology call system Accept responsibility for continuous professional development in ophthalmology (in reach and outreach program) in area 2 Develop and participate in outreach program for ophthalmology for area 2 Scholarship Provide support, supervision and mentorship to colleagues, postgraduate students and medical officers within ophthalmology Manage the fifth year undergraduate teaching program for ophthalmology including examinations Manage the postgraduate training for ophthalmology in Grey's hospital including clinical training and MMed research support Participate in and support the UKZN academic program for the ophthalmology department Stimulate and conduct sponsored and non-sponsored research activities for departmental and institutional development. Professionalism Incorporate the principles of proper discipline within ophthalmology, good communication within the department and other disciplines, interdisciplinary collaboration and proper ethics within

ophthalmology Governance Develop infrastructure and equipment procurement and maintenance plans for ophthalmology Develop plans for staff recruitment, retention, development and performance assessment for ophthalmology at grey's hospital Procure appropriate theatre equipment to meet tertiary needs Accept responsibility for development and fulfillment of departmental objectives. Provide appropriate CPD activities within the employing institution (Grey's Hospital) Institute Quality Assurance plans to maintain and improve ophthalmology standards in the Metropolis and in the referring hospitals. Foster collaboration with other hospitals within the tertiary drainage areas to improve level of care locally and to facilitate proper referral patterns. Administration and Management Implement personal time management Have a plan for management of all resources required for ophthalmology at Grey's hospital. This must include consumables required for surgical and outpatient procedures. Active management of outpatient clinic, ward and theatre for ophthalmology together with nursing collaboration must occur the ophthalmology department must have a vision, strategic and operational plan that is in line with Grey's hospital plan Projects Exercise cost-control on the professional activities of the Department to contain expenditures to the allocated budget. Develop data collection system for ophthalmology

**ENQUIRIES  
APPLICATIONS**

: DR V Govindasamy Tel No: (033) 897 3379/81  
: Applications to be forwarded to: The Human Resources Management Office, Greys Hospital Private Bag X9001, Pietermaritzburg, 3200 or email to [Malinee.chandul@kznhealth.gov.za](mailto:Malinee.chandul@kznhealth.gov.za)/ [Khazimula.goba@kznhealth.gov.za](mailto:Khazimula.goba@kznhealth.gov.za).

**FOR ATTENTION  
NOTE**

: Mrs M Chandulal  
: Directions to Candidates: Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the new Z83 form and a detailed curriculum vitae only.

**CLOSING DATE**

: 20 September 2024

**POST 32/72**

: **ASSISTANT MANAGER NURSING (MONITORING & EVALUATION) REF NO: OSI AMN 9/2024 (X1 POST)**

**SALARY**

: R656 96 – R771 309 per annum. Other Benefits: 13th Cheque / service bonus, Plus 8% Rural allowance, Homeowners Allowance (Employee must meet prescribed requirements) Medical Aid (Optional)

**CENTRE  
REQUIREMENTS**

: Osindisweni District Hospital  
: Grade 12 certificate or equivalent. Diploma / Degree in General nursing with midwifery. Registration Certificates from South African Nursing Council as Professional Nurse with Midwifery. Current registration with South African Nursing Council as a General Nurse with Midwifery (SANC Receipt for 2024). A minimum of 8 years appropriate or recognizable experience in Nursing after registration as a Professional Nurse. Computer literacy (Ms Office: word, Outlook, PowerPoint and Excel) Current and previous experience endorsed and stamped by Human Resource (Employment History). Applicants to submit certified copies/attachment/proof/certificates/ID/Driver's License/qualifications only when shortlisted. Knowledge, Skills, Training and Competencies Required: Leadership, management, planning, organizing and co-ordination skills. Knowledge of Acts, prescripts, policies and procedures governing health care service delivery especially medical and surgical. Sound understanding of relevant legislation, Acts, policies, Procedures and delegation pertaining to Pharmacy including Essential Drug List (EDL) and standard Treatment Guidelines (STD) and District Health Systems. Knowledge of EPMDS, National Core Standards, IHRM & OHSC. Knowledge of HR and Financial policies and practices such as: Skills Development Act, Public Service Regulations, Labour Relations Act and PFMA. Good communication, interpersonal, negotiation, decision-making, problem solving, conflict management, facilitation, counselling, teaching, mentorship and supervisory, analytic, change management skills. Information and data management skills.

**DUTIES**

: Develop processes to ensure user friendly and measurable performance indicators are timeously defined for the assessment of institutional performance against stated strategic/service transformation objectives as well as policy and programme interventions aimed at improving the health status of the population. Develop policies for the institution and monitor implementation. Monitor implementation of all the plans of the institution and ensure process reports are submitted timeously. Administer and facilitate the implementation of an integrated Monitoring and Evaluation Framework and System fully aligned to national, provincial, district and departmental performance reporting

requirements improvements plans. Ensure that there is provision of optimal, specialized nursing care with set standards and target within a professional/legal framework. Consult and collaborate with multi-disciplinary health teams, organisations and special interest groups. Participate in and represent the facility, District & Sub district at various forums. Utilize information technology (IT) and other management information systems to manage information for the enhancement of service delivery. Maintain the quality of data and information in documentary and electronic systems. Evaluate the content of minimum program data set and utilize it to compare interventions and outcomes. Analyse and interpret programme information to evaluate the quality and cost-effective health care delivery.

**ENQUIRIES  
APPLICATIONS**

: Mr J.N. Shabane (Chief Executive Officer) Tel No: (032) 541 9201  
 : To be forwarded to: Human Resource Manager, Osindisweni District Hospital, Private Bag X15, Verulam, 4340 or hand delivered to: Human Resource Department at Osindisweni District Hospital, Oakford Road, Verulam, 4340 or E-mailed to [Sicelo.Gumede@kznhealth.gov.za](mailto:Sicelo.Gumede@kznhealth.gov.za)

**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](http://www.kznhealth.gov.za) which must be originally signed, initialed and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). Persons with disabilities should feel free to apply for the post. The appointment is 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). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Please ensure that you submit your application before the closing date as 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. Osindisweni District Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of Service) will be requested from shortlisted candidates for submission on or before the interview date.

**CLOSING DATE**

: 20 September 2024

**POST 32/73**

: **OPERATIONAL MANAGER GRADE 1 (SPECIALTY STREAM) REF NO: FNH 04/2024 (X1 POST)**

**SALARY**

: R656 964 – R748 683 per annum. Other Benefits: 13th Cheque Medical Aid Optional, Housing Allowance (Employee must Meet prescribed requirements)

**CENTRE**

: Fort Napier Hospital

**REQUIREMENTS**

: Degree/Diploma in General Nursing plus post basic qualification in Psychiatry with a duration of at least one year accredited with SANC in terms of Government Notice No R212. A minimum of 9 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with South African Nursing Council in General Nursing of which 5 years must be appropriate /recognizable experience after obtaining post basic qualification in Psychiatry (Advance Psychiatric Nursing). Current (2024) S.A.N.C receipt. Recognizable supervisory experience Knowledge, Skills, Training & Competences Required: Good communication, leadership, interpersonal skills, conflict management and knowledge of labour relations and disciplinary process/procedures; Human Resource and financial management skills. Sound knowledge of disciplinary processes and grievance procedures. Knowledge of nursing care processes and procedures. Knowledge of Occupational Health and Safety, infection control, medical waste and risk

- assessment and Mental Health Care Act and team building and supervisory skills. Knowledge of nursing prescripts, policies, procedures and protocols.
- DUTIES** : Ensures provision of optimal, holistic, specialized patient care in accordance with laws and regulations relevant to nursing and health care in the Unit. Manage and lead the unit in rendering efficient and professional nursing care as laid down by the Nursing Act. Engages in clinical assessment of Mental Health Care Users in a specialized psychiatric setting. Work effectively, co-operatively, amicably at supervisory level with person of diverse intellectual cultural racial or differences. Maintain constructive working relationships with nursing, multidisciplinary team and other stakeholders in caring for the forensic mental health care users. Participates in training and research with a view to increase body of knowledge in a specialized psychiatric setting. Implement standards, practices, criteria and indicators for quality nursing practices. Exercise control and account for expenditure by managing and monitor utilization of human, financial and material resources. Manage the disciplinary and grievance matters including monitoring and managing for absenteeism in terms of laid down policies and procedures. Maintain professional growth/ethical standards and development of self and personnel, by analysing their needs, formulating and implementing the training and developmental strategies and monitoring its effectiveness. Participate in performance reviews for staff i.e. EPMDS Participate in health promotion & illness prevention initiatives within the institution.
- ENQUIRIES** : Mrs TN Ngcobo Tel No: (033) 260 4314
- APPLICATIONS** : Applications must be forwarded to: The Human Resource Manager, Fort Napier Hospital, PO Box 370, Pietermaritzburg, 3201 or Hand delivered to: 01 Devonshire Road, Napierville, Pietermaritzburg, 3201 or email to [thokozile.ngema@kznhealth.gov.za](mailto:thokozile.ngema@kznhealth.gov.za)
- FOR ATTENTION** : Ms. SP Ndlovu
- CLOSING DATE** : 20 September 2024
- POST 32/74** : **EMS SUB DISTRICT MANAGER (GRADE 2-4) REF NO: ILE 01/2024 (X1 POST)**  
Component: EMS Ilembe
- SALARY** : Grade 2: R532 815 - R575 601 per annum  
Grade 3: R591 741 - R636 192 per annum  
Grade 4: R654 468 - R694 626 per annum  
Benefit: 13th Cheque, homeowner's allowance, and Medical aid optional (Employee must meet prescribed conditions)
- CENTRE** : EMS Ilembe District Office
- REQUIREMENTS** : **Grade 2** Grade12 or Equivalent qualification plus Emergency Care Technician Qualification, plus registration with HPCSA as an ECT, A minimum of 3 years' experience after registration as an ECT, plus current registration with HPCSA (Card/Portal Printout). Valid Driver's License C1 (code10) with valid PrDP (GP). **Grade 3** Grade12 or Equivalent qualification Critical Care Assistant (CCA) or National Diploma in Emergency Medical Care, registration with HPCSA a Paramedic, plus minimum of 3 years' experience after registration as a Paramedic, Current registration with HPCSA (Card/Portal Printout). Valid Driver's License C1 (code10) with valid PrDP (GP). **Grade 4** Grade12 or Equivalent qualification B Tech Degree in Emergency Medical Care, registration with HPCSA as an ECP, A minimum of 3 years' experience after registration as an ECP, plus proof of registration with HPCSA (Card/Portal Printout). Valid Driver's License C1 (code10) with valid PrDP (GP). Previous and current work experience (certificate/s of service) endorsed and stamped by HR Office will be requested (only if shortlisted) N.B All the above mentioned documents need not be attached on application but will be requested only if shortlisted) The Ideal candidate must possess the Knowledge of: Knowledge of Advanced Life support. Health related acts, General relevant Public Service legislations. Management. Management Principles. Emergency Medical Rescue Services Operating Procedures. Labour Relations Acts. EMS current trends. HPCSA Protocols. Presentation Skills, Leadership Strategic Planning, Good verbal and written skills. Financial Management. Problem Solving. Human Relations. Conflict Resolution. Computer literacy in MS Office package. Rules and regulations of Road Traffic ordinance, EMS Standards and procedures.
- DUTIES** : Develop, implement and maintain human resource management policies and guidelines, systems and procedures that will ensure effective and efficient

utilization of human Resources. Promote a safe and healthy working environment through compliance with relevant legislation including occupation health and safety committees. Ensure continuous development and training of personnel and implement monitoring and evaluation of Performance. Oversee clinical governance at EMS Sub District to ensure high standards of patient care establish community networks and report to the EMS District Manager. Monitor and evaluate the effective and efficient utilization of EMS vehicles allocated to the sub district to ensure that vehicles are used economically. Co-ordinate disaster management plan and practice. Liaise with supervisor on operational matters, Management of the support services infrastructure Operational decision making. Respond to cases as dispatched by the communication Centre. Accountable for the effective scene co-ordination and disaster management Ensure that adequate policies, systems and procedure are in place to enable prudent management of financial resources, planning of financial resource mobilization, monitoring and evaluation and asset and risk management. Monitor overtime usage, Draft Procurement plan for Sub District, Develop and implement a fraud prevention plan, Budgeting, Control and Reporting of expenditure at sub district Level. Co-ordinate sub district equipment and stock, ensure that there is adequate stock and equipment at all times at the Bases, and Conduct stocktaking on a monthly basis.

**ENQUIRIES  
APPLICATIONS**

: Mr B Keruparshad / Mr K.S Zulu Tel No: (032) 437 6400/ 6404/6408  
 : All applications should be forwarded to: The EMS District Manager, ILembe EMS District Office, P.O Box 3432, KwaDukuza, 4450 or Hand delivered to: EMS Ilembe District (HR office) 10 Hibiscus Road, Kistas building, KwaDukuza 4450 or Siyabonga.ngobese@kznhealth.gov.za

**NOTE**

: Directions to Candidates: The following documents must be submitted, the most recent Z83 application form for employment which is obtainable at any Government Department or the website: [www.kznhealth.gov.za](http://www.kznhealth.gov.za), The Z83 form must be completed in full. The reference number must be indicated in provided form Z83 e.g. EMRSILE 01/2024. Detailed Curriculum Vitae (CV). Information such as educational qualification dates(s) of registration with council, relevant work experience and periods in service should be clearly indicated on the CV. Applicants are not required to submit Copies of qualification and other relevant documents on application. Such documents will be requested from shortlisted candidates only. Applications must be submitted on or before the closing date. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). Persons with disabilities should feel free to apply for the post Further, respective successful candidate will be required to enter into a permanent employment contract with the Department of Health and a Performance Agreement with his/her immediate supervisor. Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. The Department Reserves the Right to or not to make appointment(s) to the advertised post(s) Applicants in possession of a foreign qualifications are not required to submit Copies of qualifications and other relevant documents on application. Such documents will be requested only if shortlisted.

**CLOSING DATE**

: 27 September 2024

**POST 32/75**

: **PROFESSIONAL NURSE SPECIALTY (TRAUMA & EMERGENCY) GRADE 1, 2 REF NO: OSI PN 10/2024 (X1 POST)**

**SALARY**

: Grade 1: R451 533 – R530 376 per annum  
 Grade 2: R553 545 – R686 211 per annum  
 Other Benefits: 13th Cheque/service bonus, Plus 8% Rural allowance, Home owners Allowance (Employee must meet prescribed requirements) Medical Aid (Optional).

**CENTRE  
REQUIREMENTS**

: Osindisweni District Hospital  
 : **Grade 1:** Grade 12 certificate or equivalent. Basic R425 Degree/ Diploma in General nursing with midwifery. Diploma in Medical and Surgical Nursing

Science (Emergency Nursing). Minimum of two (2) years appropriate/recognisable experience in trauma & emergency specialty after obtaining the 1 year post basic qualification. Current registration with SANC (2024 receipt) Current and previous experience endorsed and stamped by Human Resource (Employment History). Applicants to submit certified copies/attachment/proof/certificates/ID/Driver's License/qualifications only when shortlisted. **Grade 2:** Grade 12 certificate or equivalent. Basic R425 Degree/ Diploma in General nursing with midwifery. Diploma in Medical and Surgical Nursing Science (Emergency Nursing). A minimum of 14 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with SANC in General nursing of which 10 Years must be appropriate/recognizable experience after obtaining the one year post basic qualification in emergency nursing. Current and previous experience endorsed and stamped by Human Resource (Employment History). Applicants to submit certified copies/attachment/proof/certificates/ID/Driver's License/qualifications only when shortlisted. Knowledge, Skills, Training and Competencies Required: Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal frameworks such as , Nursing Act, Health Act, Occupational Health and Safety Act, Patient's rights charter, Batho-Pele Principles, Public service regulations, Labour Relations Act, Disciplinary Code and Procedure, Communication skills, report writing skills, computer literacy, facilitation skills, networking skills, problem solving skills, planning/ organizing and ability to function as part of the team.

**DUTIES**

: Assist in planning/organizing and monitoring of the specialized unit in consultation with subordinates. Provide a therapeutic environment for staff, patients and public. Provide comprehensive, quality nursing care as a member of the multidisciplinary team according to the identified need of the patient, based on scientific principles. Delegate duties and support staff in the execution of patient care delivery. Provide direct and indirect supervision of all nursing staff/housekeeping staff and give guidance. Ensure continuity of patient care on all level e.g. workbook, handover rounds. Liaise and communicate with the multi-disciplinary team as well as other departments within the hospital e.g. during operational meeting with nursing supervision and subordinates. Assist in allocation list day and night rosters and input for leave. Do readjustment as required on the shift to provide adequate nursing cover. Executive disciplinary code and grievance procedure executed up to certain level then referred to the nursing manager. Implement employer assistance plan. Assist in evaluation of staff on work performance according to staff management system. Assist in record keeping and providing statistical information on training and staff as requested agency staff. Monitoring financial resources with emphasis on cost containment and keeping of all records within the financial policies regarding tenders. Check all equipment to ensure working order and refer for repairs. Assess the suitability of equipment and consumables for specialized areas. Give budget input regarding consumables and equipment budget for financial year. Exercise the control function to meet medical/legal obligation i.e. weekly budget, drug control, control of medication used. Assist in orientation and mentoring of all nursing staff and orientation to the other staff. Assist in planning coordination of training and promote learning opportunities for all nursing categories. Complete patient related data and partake in research.

**ENQUIRIES**

: Mrs L.C Mtshali (Deputy Manager Nursing) Tel No: (032) 541 9202

**APPLICATIONS**

: To be forwarded to: Human Resource Manager, Osindisweni District Hospital, Private Bag X15, Verulam, 4340 or hand delivered to: Human Resource Department at Osindisweni District Hospital, Oakford Road, Verulam, 4340 or E-mailed to [Sicelo.Gumede@kznhealth.gov.za](mailto:Sicelo.Gumede@kznhealth.gov.za)

**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](http://www.kznhealth.gov.za) which must be originally signed, initialed and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). Persons with disabilities should feel free to apply for the post. The appointment is 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). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Please ensure that you submit your application before the closing date as 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. Osindisweni District Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of Service) will be requested from shortlisted candidates for submission on or before the interview date.

- CLOSING DATE** : 20 September 2024
- POST 32/76** : **CLINICAL NURSE PRACTITIONER (GATEWAY) GRADE 1, 2 REF NO: OSI CNP 11/2024 (X1 POST)**
- SALARY** : Grade 1: R451 533 – R 530 376.per annum  
Grade 2: R553 545 – R 686 211.per annum  
Other Benefits: 13th Cheque / service bonus, Plus 8% Rural allowance, Home owners Allowance (Employee must meet prescribed requirements) Medical Aid (Optional).
- CENTRE REQUIREMENTS** : Osindisweni District Hospital  
Grade 12 certificate or equivalent. Diploma / Degree in General nursing with midwifery plus 1 year post basic qualification in Primary Health Care. Registration with SANC as a General Nurse, Midwife and Primary Health Care Nurse. Computer literacy: MS Office. Valid driver's licence. **Grade 1:** Grade 12 or Senior Certificate. A minimum of 2 years appropriate/recognizable experience in the specialty after obtaining one year post basic Qualification in Primary Health Care. Current registration with SANC (2024 receipt) Current and previous experience endorsed and stamped by Human Resource (Employment History). Applicants to submit certified copies/attachment/proof/certificates/ID/Driver's License/qualifications only when shortlisted. **Grade 2:** A minimum of 14 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with SANC in General nursing of which 10 Years must be appropriate/recognizable experience after obtaining the one year post qualification in Primary Health Care. Current and previous experience endorsed and stamped by Human Resource (Employment History). Applicants to submit certified copies/attachment/proof/certificates/ID/Driver's License/qualifications only when shortlisted. Knowledge, Skills, Training and Competencies Required: Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal frameworks such as , Nursing Act, Health Act, Occupational Health and Safety Act, Patient's rights charter, Batho-Pele Principles, Public service regulations, Labour Relations Act, Disciplinary Code and Procedure, Communication skills, report writing skills, computer literacy, facilitation skills, networking skills, problem solving skills, planning/ organizing and ability to function as part of the team.
- DUTIES** : Work as Multidisciplinary team to ensure good nursing care by the Nursing team. Provision of optimal, holistic specialised nursing care with set standards and within a Professional/legal framework. Must be able to handle obstetric and paediatric emergencies and high risk conditions. To execute duties and functions with proficiency within prescript of applicable legislation. Provide a safe, therapeutic environment as laid down by the Nursing Act Participate in quality improvement programs and clinical audits. Maintain accurate and complete records according to legal requirement. Manage and supervise effective utilization of all resources e.g. Human, Financial and Material etc. Implementation and management of infection control and prevention protocols. Ensure the implementation of saving mothers, saving babies recommendation. Provision of support of Nursing Services. Maintain Professional growth/ethical standards and self-development. Participate in the analysis, formulation and implementation of policies, practices and procedures. Ensure that a Healthy and Safety environment is maintained. Monitor and control the quality of patient

		care. Perform quality improvement audits and surveys. Provide advice on various aspects of quality care to the institution.
<b><u>ENQUIRIES</u></b>	:	Mrs L.C Mtshali (Deputy Manager Nursing) Tel No: (032) 541 9202
<b><u>APPLICATIONS</u></b>	:	to be forwarded to: Human Resource Manager, Osindisweni District Hospital, Private Bag X15, Verulam, 4340 or hand delivered to: Human Resource Department at Osindisweni District Hospital, Oakford Road, Verulam, 4340 or E-mailed to <a href="mailto:Sicelo.Gumede@kznhealth.gov.za">Sicelo.Gumede@kznhealth.gov.za</a>
<b><u>NOTE</u></b>	:	Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable at any government department or from the website <a href="http://www.kznhealth.gov.za">www.kznhealth.gov.za</a> which must be originally signed, initialed and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). Persons with disabilities should feel free to apply for the post. The appointment is 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). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Please ensure that you submit your application before the closing date as 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. Osindisweni District Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of Service) will be requested from shortlisted candidates for submission on or before the interview date.
<b><u>CLOSING DATE</u></b>	:	20 September 2024
<b><u>POST 32/77</u></b>	:	<b><u>DIAGNOSTIC RADIOGRAPHER GRADE 1,2,3 REF NO: OSI RAD 12/2024 (X1 POST)</u></b>
<b><u>SALARY</u></b>	:	Grade 1: R359 622 – R408 201 per annum Grade 2: R420 015 – R477 771 per annum Grade 3: R491 676 – R595 251 per annum Other Benefits: 13th Cheque / service bonus, Plus 12% Rural allowance, Home owners Allowance (Employee must meet prescribed requirements) Medical Aid (Optional).
<b><u>CENTRE</u></b>	:	Institution: Osindisweni District Hospital
<b><u>REQUIREMENTS</u></b>	:	Senior certificate / Grade 12 certificate or equivalent. Diploma / Degree in Diagnostic Radiography. Registration certificate with the Health Professions Council of South Africa as an independent practitioner. Current annual registration practice/card (/2024) with HPCSA. Current and previous experience endorsed and stamped by Human Resource (Employment History). <b>Grade 1:</b> No experience required after registration with the HPCSA Council in the relevant profession in respect of RSA qualified employees who performed community service, as required in South Africa. One (1) year experience after registration with HPCSA in the relevant profession in respect of foreign qualified employees, of whom to perform community service, as required in South Africa. NB: only shortlisted candidates will be required to submit certified documents on or before the day of the interview. <b>Grade 2:</b> Minimum of (10) years appropriate recognizable experience after registration with HPCSA in the relevant profession in respect of RSA qualified employees who perform community service, as required in South Africa. Minimum of 11 Years' experience after registration with HPCSA in the relevant profession in respect of foreign qualified employees, of whom it is not required to perform community service, as required in South Africa. NB: only shortlisted candidates will be required to submit certified documents on or before the day of the interview. <b>Grade 3:</b> Minimum of 20 years recognizable experience after

registration as a Radiographer with HPCSA in the relevant profession in respect of RSA qualified employees who perform community service, as required in South Africa. Minimum of 21 Years' experience after registration with HPCSA in the relevant profession in respect of foreign qualified employees, of whom it is not required to perform community service, as required in South Africa. NB: only shortlisted candidates will be required to submit certified documents on or before the day of the interview Knowledge, Skills, Training and Competencies Required: Sound knowledge of Diagnostic procedures and equipment. Sound knowledge of radiation control regulations, safety measures and policies. Sound knowledge of Diagnostic Radiography practice and ethos. Good communication, problem solving and interpersonal skills. Ability to work under stressful conditions and maintain meaningful relationship with all stakeholders.

**DUTIES**

: To provide a high quality Diagnostic Radiography services observing safe radiation protection standards. Provide radiation protection to patients, staff and the public. Execute clinical procedures completely to prevent complications. Provide and participate in a 24 hour radiography services, night duty, week-ends and public holidays. Inspect and utilize radiographic equipment professionally to ensure they comply with safety standards. Promote good health practices and ensure optimal care patients. Give factual information to patients and clients on radiography. Assist junior personnel on Radiography related matters. Participate in implementation of National Core Standards, Quality Assurance and Quality Improvement programmes, in-service training and ideal Hospital Maintenance Framework. Promote Batho Pele Principles in the execution of duties for effective service delivery and observe patients right charter.

**ENQUIRIES APPLICATIONS**

: Mrs T.T. Mnyandu (Assistant Director: Radiography) Tel No: (032) 541 9251  
: to be forwarded to: Human Resource Manager, Osindisweni District Hospital, Private Bag X15, Verulam, 4340 or hand delivered to: Human Resource Department at Osindisweni District Hospital, Oakford Road, Verulam, 4340 or Emailed to [Sicelo.Gumede@kznhealth.gov.za](mailto:Sicelo.Gumede@kznhealth.gov.za)

**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](http://www.kznhealth.gov.za) which must be originally signed, initialed and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). Persons with disabilities should feel free to apply for the post. The appointment is 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). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Please ensure that you submit your application before the closing date as 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. Osindisweni District Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of Service) will be requested from shortlisted candidates for submission on or before the interview date.

**CLOSING DATE**

: 20 September 2024