



Reference: HRM 7/1/2  
Enquiries: Mrs V Bodasing  
13 March 2024

## VACANCIES IN THE DEPARTMENT OF HEALTH: ESHOWE DISTRICT HOSPITAL

### VACANCY CIRCULAR NO: ESH 02/2024

The content of this circular must be brought to the attention of all eligible officers and the employees on your establishment without delay. Institutions must notify all candidates even if they are absent from their normal places of work.

#### DIRECTION TO CANDIDATES

The following documents must be submitted:-

1. Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable from any Public Service Department or from the website [www.kznhealth.gov.za](http://www.kznhealth.gov.za).
2. In terms of HRM Circular No 22/2022 and DPSC circular 19/2022, only a detailed Curriculum Vitae and a fully completed Z83 form must be submitted. Reference No must be indicated in the column provided on the application form Z83
3. The certified copies of qualifications and other relevant documents will be requested for submission from shortlisted candidates. NB. Failure to comply with the above instructions will disqualify applicants.
4. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. **Persons with disabilities should feel free to apply for the post.**
5. Due to the large number of applications we envisage to receive, applications will not be acknowledged. If you have not heard from us within 60 days after the closing date, kindly consider your application as having been unsuccessful.
6. Candidates are encouraged not to send their applications through registered mail, as the Department will not take responsibility for non-collection of those applications.
7. N.B. Fax, email, incomplete and late applications will not be considered. It is the responsibility of the candidates to ensure that their applications reach the Department timeously. Applications may be posted, hand-delivered or 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). Applicants can submit their Z83 and CV directly to the following email address. [EshoweHospital.HRJobApplication@kznhealth.gov.za](mailto:EshoweHospital.HRJobApplication@kznhealth.gov.za). Applicants may also visit any one of our Designated Online Application Centres (DOAC) 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 (DOAC) at [www.kznonline.gov.za/kznjobs](http://www.kznonline.gov.za/kznjobs)
8. The appointment is subject to positive outcome obtained from the NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience verifications)
9. Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non RSA Citizens/Permanent Resident/Work Permit holders must submit a documentary proof together with their applications.

Applications to be forwarded to: - Human Resource Department, Eshowe Hospital Private Bag X 504 Eshowe, 3815. Attention: HR Manager

CLOSING DATE FOR ALL APPLICATIONS: 26 April 2024  
(Original signed by the Chief Executive Officer)

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ACTING CHIEF EXECUTIVE OFFICER  
Dr S BUTHELEZI

NB: Due to financial constraints S & T claims will not be considered



JOB TITLE : CLINICAL PSYCHOLOGIST GRADE 1, 2 &3  
COMPONENT : PSYCHOLOGY  
INSTITUTION : ESHOWE DISTRICT HOSPITAL  
REF NO : CP 03/2024  
REMUNERATION : R790 077.00 – R866 658.00 GRADE 1  
R918 630.00 – R1018 047.00 GRADE 2  
R1063 611.00 – R1249 254.00 GRADE 3

**OTHER BENEFITS:** 12% In-hospitable area allowance.

All-inclusive salary package per annum (70% of basic salary and 30% benefits i.e. flexible portion that can be structured in terms of applicable rules).

**MINIMUM REQUIREMENTS:**

- Senior Certificate / Grade 12.
- Degree in Social Science (qualification that allows registration with Health Professions Council of South Africa (HPCSA) as Clinical Psychologist.
- Current registration with the Health Professions Council of South Africa (HPCSA) as a Psychologist.
- NB: Certificate of service from previous employers, verification of employment from current employer, which must be endorsed and signed by Human Resource Management, will only be requested for submission from shortlisted candidates.

**Grade 01**

- No experience required after registration with the Health Professional Council of South Africa (HPCSA) as a Psychologist in respect of RSA qualified employees who performed Community Service as required in South Africa. One-year experience after registration with the Health Professional Council of South Africa as a Psychologist in respect of foreign qualified employees of whom it is not required to perform Community Service, as required in South Africa.

**Grade 02**

- A minimum of eight (08) years relevant experience after registration with the Health Professional Council (HPCSA) as a Psychologist in respect of RSA qualified employees who performed Community Service as required in South Africa. A minimum of nine (09) years relevant experience after registration with the Health Professional Council (HPCSA) as a Psychologist in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa.

**Grade 03**

- A minimum of sixteen (16) years relevant experience after registration with the Health Professional Council (HPCSA) as a Psychologist in respect of RSA qualified employees who performed Community Service, as required in South Africa. A minimum of seventeen (17) years relevant experience after registration with the Health Professional Council (HPCSA) as a Psychologist in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa.

**KNOWLEDGE, SKILLS AND COMPETENCIES REQUIRED:**

- Psychotherapeutic and clinical knowledge in patient assessment, diagnosis and treatment across the lifespan.
- Ethical and legislative framework of practice.



Postal Address : Private Bag 504 , Eshowe . 3815

**ESHOWE HOSPITAL HUMAN RESOURCE MANAGEMENT**

Physical Address 40 Kangella Street Eshowe , 3815

Tel: 035 473 4500 Fax: 035 474 4914 Email address : Zanele.dube@kznhealth.gov.za  
www.kznhealth.gov.za

- Knowledge of departmental guidelines and policies.
- Evidence based psychological practice.
- Understanding of broader community, cultural, contextual and socio economic factors which impact mental health.
- Ability to work within a multidisciplinary team.
- Good organizing and time management skills.
- Excellent communication and interpersonal relations.
- Sensitivity to gender, racial, ethnic, sexuality and disability issues.

**KEY PERFORMANCE AREAS:**

- Ensure the rendering of clinical psychology services to hospital facilities.
- Organise and implement events for mental health public awareness in line with I Hospital health promotion events calendar.
- Be part of multidisciplinary team.
- Participate in rendering outreach services to regional and district hospitals and PHC facilities.
- Participation in the development of psychological services in the region.
- Participation in academic activities
- Participate in Quality improvement programmes in the Psychology Department and the hospital.
- Participate in ongoing professional development within the Department and hospital

ENQUIRIES: MEDICAL MANAGER: Dr S BUTHELEZI (035 4734500)

CLOSING DATE: 26 APRIL 2024

JOB TITLE : OPERATIONAL MANAGER NURSING – SPECIALITY

COMPONENT : TRAUMA & EMERGENCY UNIT

INSTITUTION : ESHOWE DISTRICT HOSPITAL

REF NO : OPM SPEC T&E 04/2024

SALARY : R627 474.00 PA

OTHER BENEFITS: MEDICAL AID (OPTIONAL) HOUSING ALLOWANCE: EMPLOYEE  
MUST MEET PRESCRIBED REQUIREMENTS/RURAL ALLOWANCE/13<sup>TH</sup> CHEQUE

**REQUIREMENTS**

- Basic R425 qualification-Diploma/degree in nursing or equivalent
- Current registration with South African Nursing Council as a Professional Nurse and Midwifery
- One (01) year Post basic qualification in the speciality ( Trauma & Emergency/ICU)
- A minimum of 9 years appropriate/recognizable nursing experience after registration as a Professional Nurse with the South African Nursing Council in General Nursing and Midwifery
- At least 5 years of the period referred to above must be appropriate/recognizable experience in trauma and emergency (casualty) and intensive care unit, after obtaining the 1 year post-basic qualification in ( Trauma & Emergency/ICU)

NB: Certificate of service from previous employers, verification of employment from current employer, which must be endorsed and signed by Human Resource Management, will only be requested for submission from shortlisted candidates.

**RECOMMENDATIONS**

- Diploma /degree in nursing administration

**KNOWLEDGE, SKILLS AND COMPETENCIES**



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[www.kznhealth.gov.za](http://www.kznhealth.gov.za)

- Knowledge of nursing care policies and procedures, nursing statutory regulation and guidelines, and other relevant legal frameworks i.e. Nursing Act, Occupational Health & Safety Act, Patient's Rights Charter, Batho pele principles, Public Service Regulations, Grievance Procedures etc
- Leadership, organizational, decision making and problem solving abilities
- Interpersonal skills including public relations, negotiating, conflict handling and counselling skills
- Financial and budgetary knowledge pertaining to the relevant resources under management
- Computer skills

### KEY PERFORMANCE AREAS

- To exercise overall supervision on the departments, identify needs and formulate health care programs and oversee implementation thereof
- Ensure implementation and maintenance of clinical competencies and to ensure that scientific principles of nursing processes are maintained
- Work with members of the multidisciplinary Health team in the formulation of policies related to the area of responsibility
- Contribute to the development of clinical management guidelines and protocols for management of patients and to ensure that these support an acceptable level of care within reasonable resources
- Provide leadership in the implementation of the OHSC
- Ensure proper use and control of all resources, ensuring that operations remain within budget
- Monitor and evaluate staff performance in terms of Employee Performance Management Development System (EPMDS)
- Ensure the effective management of complaints
- Deal with disciplinary and grievance matters including monitoring and managing Absenteeism.
- Ensure implementation of priority programmes to reduce morbidity and mortality from communicable and non- communicable diseases and trauma cases.
- Improve management of trauma and casualty cases
- Ensure implementation of guidelines, triaging and resuscitation protocols.
- Ensure management and effective running of trauma and casualty unit.

**ENQUIRIES: DEPUTY NURSING MANAGER: MR. M.T. DUBE 035-4734500**

**CLOSING DATE: 26 APRIL 2024**