



KWAZULU-NATAL PROVINCE

HEALTH
REPUBLIC OF SOUTH AFRICA

DIRECTORATE:

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HUMAN RESOURCE MANAGEMENT

General Justice Gizenga Mpanza Regional Hospital

Enquiries: Mr T Latha

VACANCIES IN THE DEPARTMENT OF HEALTH

CIRCULAR MINUTE NUMBER GJGM 01/2024

The contents of this Circular Minute must be brought to the notice of all eligible employees on the establishment of all Institutions. It must be ensured that all employees who meet the requirements of the post/s are made aware of this circular minute even if they are absent from their normal places of work.

DIRECTIONS TO CANDIDATES

1. The following documents must be submitted:-
 - a) The most recent Z83 Application form for employment, which is obtainable at any Government Department or from the website – www.kznhealth.gov.za. The Z83 must be completed in full and a detailed Curriculum Vitae (CV) – information such as Educational Qualification, date/s of registration with relevant Councils, relevant work experience and periods in service should be clearly indicated on the CV.
 - b) Applications are not required to submit copies of qualification and other relevant documents with the application. Only shortlisted candidates will be required to submit certified documents and proof of current and previous work experience (certificate of Service) endorsed and stamped by the Human Resource department on or before the day of the interview.
 - c) Applications must be submitted on or before the closing date, late/incomplete applications will be eliminated. Faxed applications will not be considered.
2. The reference number must be indicated in the column provided in the Z83 e.g. GJGM 01/2023.
3. 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 Company Intellectual Property Commission (CIPC)
4. 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.
5. Applicants are respectfully informed that, if no notification of appointment is received within Three (3) months after the closing date, they must accept that their applications were unsuccessful.
6. The Department reserves the right to or not to make appointment(s) to the advertised post(s).
7. 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 Residents/Work Permit holders must submit documentary proof together with their applications.
8. GJGM Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution. People with disabilities should feel free to apply for the advertised post.

(N.B) KINDLY BE INFORMED THAT DUE TO THE SEVERE BUDGET CONSTRAINTS, THE DEPARTMENT IS EXPERIENCING, S&T CLAIMS & RESETTLEMENT (INCLUDING REMOVAL OF BELONGINGS) WILL NOT BE PAID TO ANY CANDIDATE THAT IS ATTENDING THE INTERVIEW PROCESS AND THOSE FOUND SUITABLE FOR APPOINTMENT.

Closing date: 28 March 2024

Applications to be forwarded as follows: - Attention: Deputy Director: HRM, Private Bag X10609, Stanger, 4450

ACTING - CHIEF EXECUTIVE OFFICER



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POST: **MEDICAL SPECIALIST – PAEDIATRICS/NEONATOLOGY: REF GJGM08/2024 (X1 POST)**

Component: Medical

SALARY: Grade 1: R1 214 805.00 – R1 288 095.00 per annum, all inclusive package
Grade 2: R1 386 069.00 – R1 469 883.00 per annum, all inclusive package
Grade 3: R1 605 330.00 – R2 001 927.00 per annum, all inclusive package
All-inclusive package consist of 70% basics and 30% flexible portion that can be structured in Terms of applicable rules. Other benefits: 18% Inhospitable Allowance, Plus Commuted overtime which is determined by service delivery needs of the institution.

CENTRE: General Justice Gizenga Mpanza Regional Hospital

REQUIEMENTS:

Grade 1: A tertiary qualification (MBCHB or equivalent), plus Current registration with the Health Professionals Council of South Africa as a Specialist in Paediatrics. One (1) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa.

Grade 2: A tertiary qualification (MBCHB or equivalent), plus Current registration with the Health Professionals Council of South Africa as a Specialist in Paediatrics plus Five (5) post registration experience as a Medical Specialist in Emergency Medicine OR Six (6) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa.

Grade 3: A tertiary qualification (MBCHB or equivalent), plus A valid registration with the Health Professionals Council of South Africa as a Specialist in Paediatrics OR Ten (10) years post registration experience as a Medical Specialist in Paediatrics. Eleven (11) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa.

RECOMMENDATION:

Sub specialist registration with the HPCSA as neonatologist will be preferred.

KNOWLEDGE, SKILLS AND COMPETENCIES:

Sound Clinical knowledge and experience of procedures and protocols in Paediatrics. Knowledge of current health and public service legislation, regulations and policy including medical ethics, epidemiology and statistics. Good communication, leadership, decision making and clinical skills. Ability to teach junior doctors and participate in continuing professional development.

DUTIES:

Provide safe, ethical and high quality of care through the development of standards and risk assessments in the area of clinical and customer care (patient perspective) in the Paediatrics speciality. Provide a full package of services including after hour services. Develop, maintain and audit the correct implementation of clinical protocols and guidelines, implement and maintain an efficient and seamless service delivery process within the institution and referring facilities. Plan and provide continuous medical education to a multidisciplinary team members and conduct and stimulate research. Manage and direct performance of junior staff within the area of control. Align clinical service delivery plans with the hospital plans and priorities. Provide specialist services and support the clinical Head of Unit. Ensure compliance of National Core Standards / Ideal Hospital. Participate in the continued medical education programme in the institution. Manage EPMDS of junior staff. Participate in the extended management activities. Develop, implement and monitor quality improvement programmes. Develop and participate in outreach programmes. Ensure a functional referral system. Actively participate in the academic programme run by the Department of Health for post graduate training of Registrars. Clinical teaching of



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undergraduate and postgraduate students. Engage in academic research culminating in the publication of papers in scientific journals or the presentation of the results of such research at scientific congresses. The incumbent should have comprehensive knowledge of Paediatrics. Competence in the clinical evaluation of patients, interpretation of special investigations within the discipline. Render an efficient and cost effective health services to patients managed by the institution. Ensure clinical governance within the Department of Paediatrics / Neonatology. Deliver an effective and efficient administration in the Department of Paediatrics / Neonatology. Assist the Head of Clinical Unit (HCU) in the development of management protocols, policies for the department – discipline. Assist with quality improvement imperatives including clinical audits (morbidity & mortality reporting and reviewing, clinical documentation audits etc) and continuous professional development activities. Maintain satisfactory clinical, professional and ethical standards in the department. Engage in research and supervise registrar research. Partake in outreach programmes for the Department of Health. After hours participation in call rosters.

ENQUIRIES: Dr J van Lobenstein (HCU: Paediatrics) Tel: (032)4377317



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POST: **MEDICAL SPECIALIST – OBSTETRICS & GYNAE: REF GJGM09/2024 (X1 POST)**

Component: Medical

SALARY: Grade 1: R1 214 805.00 – R1 288 095.00 per annum, all inclusive package
Grade 2: R1 386 069.00 – R1 469 883.00 per annum, all inclusive package
Grade 3: R1 605 330.00 – R2 001 927.00 per annum, all inclusive package
All-inclusive package consist of 70% basics and 30% flexible portion that can be structured in Terms of applicable rules. Other benefits: 18% Inhospitable Allowance, Plus Commuted overtime which is determined by service delivery needs of the institution.

CENTRE: General Justice Gizenga Mpanza Regional Hospital

REQUIREMENTS:

Grade 1: A tertiary qualification (MBCHB or equivalent), plus Current registration with the Health Professionals Council of South Africa as a Specialist in Obstetrics & Gynae. One (1) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa.

Grade 2: A tertiary qualification (MBCHB or equivalent), plus Current registration with the Health Professionals Council of South Africa as a Specialist in Obstetrics & Gynae plus Five (5) post registration experience as a Medical Specialist in Emergency Medicine OR Six (6) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa.

Grade 3: A tertiary qualification (MBCHB or equivalent), plus A valid registration with the Health Professionals Council of South Africa as a Specialist in Obstetrics & Gynae OR Ten (10) years post registration experience as a Medical Specialist in Obstetrics & Gynae. Eleven (11) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa.

RECOMMENDATION:

Full registration with HPCSA included and completed Mmed.

KNOWLEDGE, SKILLS AND COMPETENCIES:

Sound Clinical knowledge and experience of procedures and protocols in Obstetrics & Gynae. Knowledge of current health and public service legislation, regulations and policy including medical ethics, epidemiology and statistics. Good communication, leadership, decision making and clinical skills. Ability to teach junior doctors and participate in continuing professional development.

DUTIES:

Provide safe, ethical and high quality of care through the development of standards and risk assessments in the area of clinical and customer care (patient perspective) in the Obstetrics & Gynae speciality. Provide a full package of services including after hour services. Develop, maintain and audit the correct implementation of clinical protocols and guidelines, implement and maintain an efficient and seamless service delivery process within the institution and referring facilities. Plan and provide continuous medical education to a multidisciplinary team members and conduct and stimulate research. Manage and direct performance of junior staff within the area of control. Align clinical service delivery plans with the hospital plans and priorities. Provide specialist services and support the clinical Head of Unit. Ensure compliance of National Core Standards / Ideal Hospital. Participate in the continued medical education programme in the institution. Manage EPMDS of junior staff. Participate in the extended management activities. Develop, implement and monitor quality improvement programmes. Develop and participate in outreach programmes. Ensure a functional referral system. Actively participate in the academic programme run by the Department of Health for post graduate training of



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Registrars. Clinical teaching of undergraduate and postgraduate students. Engage in academic research culminating in the publication of papers in scientific journals or the presentation of the results of such research at scientific congresses. The incumbent should have comprehensive knowledge of Obstetrics & Gynae. Competence in the clinical evaluation of patients, interpretation of special investigations within the discipline. Render an efficient and cost effective health services to patients managed by the institution. Ensure clinical governance within the Department of Obstetrics & Gynae. Deliver an effective and efficient administration in the Department of Obstetrics & Gynae. Assist the Head of Clinical Unit (HCU) in the development of management protocols, policies for the department – discipline. Assist with quality improvement imperatives including clinical audits (morbidity & mortality reporting and reviewing, clinical documentation audits etc) and continuous professional development activities. Maintain satisfactory clinical, professional and ethical standards in the department. Engage in research and supervise registrar research. Partake in outreach programmes for the Department of Health. After hours participation in call rosters.

ENQUIRIES: Dr H Hariparsad (HCU: Obstetrics & Gynae) Tel: (032)4377321 –
email: drh_78@icloud.com



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POST : **MEDICAL SPECIALIST – ORTHOPAEDICS REF GJGM 01/2024 (X1 POST)**
Component: Medical

SALARY : Grade 1: R1 214 805.00 – R1 288 095.00 per annum, all inclusive package
Grade 2: R1 386 069.00 – R1 469 883.00 per annum, all inclusive package
Grade 3: R1 605 330.00 – R2 001 927.00 per annum, all inclusive package
All-inclusive package consist of 70% basics and 30% flexible portion that can be structured in Terms of applicable rules. Other benefits: 18% Inhospital Allowance, **Plus** Commuted overtime which is determined by service delivery needs of the institution.

CENTRE : General Justice Gizenga Mpanza Regional Hospital

REQUIREMENTS: **Grade 1:** A tertiary qualification (MBCHB or equivalent), plus Current registration with the Health Professionals Council of South Africa as a Specialist in Orthopaedics. One (1) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa. **Candidates in process of HPCSA registration as a Specialist in Orthopaedics are welcome to apply.**
Grade 2: A tertiary qualification (MBCHB or equivalent), plus Current registration with the Health Professionals Council of South Africa as a Specialist in Orthopaedics plus Five (5) post registration experience as a Medical Specialist in Orthopaedics OR Six (6) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa.
Grade 3: A tertiary qualification (MBCHB or equivalent), plus A valid registration with the Health Professionals Council of South Africa as a Specialist in Orthopaedics OR Ten (10) years post registration experience as a Medical Specialist in Orthopaedics. Eleven (11) year relevant experience after registration as a Medical Specialist with a recognised Foreign Health Professional Council in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa.

KNOWLEDGE, SKILLS AND COMPETENCIES:

Sound Clinical knowledge and experience of procedures and protocols in Orthopaedics. Good verbal and written, communication and interpersonal skills. Cross cultural awareness. Sound teaching & supervisory abilities. A concern for excellence and quality care. The ability to function in a multi-disciplinary team. Sound Knowledge and clinical skills in the holistic management of Orthopaedic trauma and pathologies. Ability to supervise and teach junior staff. Good communication, inter-personal and management skills. Sound professional and ethical values, and a concern for excellence

KEY PERFORMANCE AREAS:

Provide specialist Orthopaedic care to all patients serviced by the department of orthopaedics. Maintain satisfactory clinical, professional and ethical standards. To support the HOD in providing effective running of the wards, outpatient department and Operating Theatres. After-hours clinical participation in accordance with the commuted overtime contract. Participate in staff training and ongoing medical education. Assist with the Departmental Administration and facilitate quality improvement imperatives. Implement clinical guidelines, protocols and clinical audits. Promote community-orientated services. Undertake relevant research. Develop Orthopaedic services for the Ilembe District. Mentor and coach junior staff.

ENQUIRIES : **Dr Y. Pillay (HCU: Orthopaedics) Tel: (032)4376000**



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- POST :** **PHARMACIST GRADE 1, 2 & 3 REF GJGM 02/2024 (X 1 POST)**
Component: Allied Health Component
- SALARY :** **GRADE 1:** Salary package – R768 489.00 per annum
National Diploma/Degree in Pharmacy, Plus Current registration as a Pharmacist with SAPC
- GRADE 2:** Salary package – R830 751.00 per annum
National Diploma/Degree in Pharmacy Plus, Current registration as a Pharmacist with SAPC Plus, At least five (5) years post registration experience as a pharmacist
- GRADE 3:** Salary package – R906 540.00 per annum
National Diploma/Degree in Pharmacy, Plus Current registration as a Pharmacist with the SAPC, Plus At least thirteen (13) years post registration experience as a pharmacist
- CENTRE :** General Justice Gizenga Mpanza Regional Hospital
- REQUIREMENTS:** National Diploma/Degree in Pharmacy plus, Current registration (2024) as a Pharmacist with the SAPC plus, Valid Code EB Drivers licence (Code 8) plus, Certificate of compliance to SAPC-CPD.
- KNOWLEDGE, SKILLS AND COMPETENCIES:**
Sound understanding of relevant Legislations, Acts, Policies, Procedures and Delegations pertaining to Pharmacy including Essential Drug Lists (EDL) and Standard Treatment Guidelines (STG's) and District Health System. Knowledge of the principles of drug therapy and the functions and operations of a Drugs and Therapeutics Committee. Commitment to Service Excellence, together with Innovative and Analytical thinking based on sound ethical principles. Ability to manage conflict and apply discipline. Ability to manage and co-ordinate productivity and be part of an interactive team. Ability to communicate effectively with all levels of staff and the public
- KEY PERFORMANCE AREAS:**
Deputise for the Assistant Manager of Pharmaceutical Services and assist with the various management functions. Provide necessary orientation, training, skilling, assessing, disciplining and monitoring of all staff. Manage the control and distribution of medicines (including ARV's) to clinics, wards, inpatients and outpatients in the entire sub-districts of KwaDukuza. Manufacture, Compound, Pre-pack and pre-label pharmaceutical products. Maintain accurate and appropriate patient records in line with legal requirements. Engage in effective communication with other departments and personnel in order to ensure high quality services are rendered. Perform standby duties over weekends, after hours and public holidays with own transport arrangements. Be willing to work long hours if the need arises. Be involved in the maintenance of Minimum Standards of Service through sustained Quality Improvement Programmes. Supervise and provide training to Pharmacists, Pharmacist Interns and Pharmacy Assistants. Retrieve, interpret, evaluate and supply information regarding the nature and use of medicines, disease states and healthcare. Exercise control over expenditure by ensuring non-wastage of pharmaceutical and other resources.
- ENQUIRIES :** Mrs BT Biyela (Pharmacy Manager) Tel: (032) 4376090



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- POST :** **ULTRASOUND RADIOGRAPHER/SONOGRAPHER REF GJGM 07/2024 (X 1 POST)**
Component: Allied Health Component
- SALARY :** **Grade 1: Salary R444 741.00 per annum** - Experience – Nil for South African Radiographers that have completed Community Service and One (1) year relevant experience after registration as a Sonographer with recognised Health Professional Council in respect of foreign qualified Sonographer.
Grade 2: Salary R520785.00 per annum - Experience – Ten (10) years Appropriate experience after registration with HPCSA as a Radiographer and Eleven (11) years' experience after registration as a Sonographer with the recognised Health Professional Council in respect of foreign qualified Sonographer.
Grade 3: Salary R612 642.00 per annum - Experience – Twenty (20) years Appropriate experience after registration with HPCSA as a Radiographer and Twenty-One (21) years' experience after registration as a Sonographer with the recognised Health Professional Council in respect of foreign qualified Sonographer.
Other Benefits: 13th Cheque, 12% inhospitable allowance, Home Owners Allowance & Medical Aid. (To qualify: Employee must meet all the prescribed policy requirements), 12% Inhospitable Allowance.
- CENTRE :** General Justice Gizenga Mpanza Regional Hospital
- REQUIREMENTS:** Senior Certificate or equivalent, plus a Three (3) year National Diploma or B. Tech Degree in Diagnostic and Acts. Registration certificates as a Sonographer with HPCSA. Proof of Current Registration with HPCSA as a Sonographer (2023-2024).
- KNOWLEDGE, SKILLS AND COMPETENCIES:**
Sound knowledge of ultrasound procedures: general, obstetrics and gynaecology. Sound knowledge of report writing. Knowledge of relevant Health & Safety policies, regulations and Acts. Knowledge of Quality Assurance procedure and methods. Sound communication, interpersonal, problem-solving, teaching and training skills. Ability to supervise junior and student sonographers.
- KEY PERFORMANCE AREAS:**
Provide high quality ultrasound services according to the patient's needs. To promote Good health practices and ensure optimal patient care. Execute all ultrasound procedure completely to prevent complications. Provide general administrative duties as required. Provide guidance and supervision to junior staff and students. Participate in institutional radiographic policy making and planning for service delivery. Promote Batho Pele principles in the execution of all duties for effective service delivery. Give factual information to patients and clients on ultrasound examinations. Participate in departmental Quality Assurance, Quality Improvement programmes and National Core Standards. Inspect and use equipment professionally to ensure that they comply with safety Standards. Develop protocols to ensure that sonographic services comply with the required prescripts. Participate in ultrasound quality assurance programmes. Participate in Continued Professional Development (CPD) programmes
- ENQUIRIES :** Mr MR Leso (Deputy Director: Radiography) Tel: (032) 4376132



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POST : **PROFESSIONAL NURSE SPECIALITY – TRAUMA & EMERGENCY**
REF GJGM03/2024 (X 2 POSTS)

Component: Nursing Management Service

SALARY : **Grade 1: R 431 265.00 per annum.**

Grade 2: R528 696.00 per annum-

Other benefits: 8% Inhospitable Allowance, 13th cheque, medical Aid (Optional) and housing allowance (employee must meet prescribed Requirements).

CENTRE : General Justice Gizenga Mpanza Regional Hospital

REQUIREMENTS: **Grade 1:** Degree/Diploma in General Nursing. Post Basic Diploma qualification in Trauma & Emergency Nursing Science or Critical Care Nursing Science (Trauma). Registration Certificate with SANC as a General Nurse. Registration Certificate with SANC – Post Basic Trauma & Emergency OR Critical Care Nursing Science. Current registration receipt with SANC for 2024. A minimum of 4 years appropriate recognizable Experience in Nursing after registration as a Professional Nurse with the SANC in General Nursing. A post-basic qualification with a duration of at least 1 year Accredited with the SANC in Trauma & Emergency Nursing Science OR Critical Care Nursing Science

Grade 2: Degree/Diploma in General Nursing. Post Basic Diploma qualification in Trauma & Emergency Nursing Science or Critical Care Nursing Science (Trauma). Registration Certificate with SANC as a General Nurse. Registration Certificate with SANC – Post Basic Trauma & Emergency OR Critical Care Nursing Science. Current registration receipt with SANC for 2024. A minimum of 14 years appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience in the specific Speciality after obtaining the 1 year post-basic qualification in the relevant speciality.

KNOWLEDGE, SKILLS & COMPETENCIES:

Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks. Good verbal and written communication and report writing skills. Decision making and problem solving skills. Conflict management and negotiation skills. Project Management skills. Basic Computer skills.

KEY PERFORMANCE AREAS:

Provide comprehensive, quality nursing care to patients/clients in a speciality unit in a cost effective, efficient manner. Assist in planning, organizing and monitoring of objectives of the specialised unit. Manage all resources within the unit effectively and efficiently to ensure optimum service delivery. Able to plan and organize own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient's needs, requirements and expectations (Batho Pele). Able to manage clients during disasters and implement disaster plans. Work as part of the multidisciplinary team to ensure good nursing care. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Ensure compliance with all National, Provincial and Professional prescripts in order to render a safe patient service and improve client satisfaction. Participate in the analysis and formulation of nursing policies and procedures. Assist in EPMDS



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evaluation of staff within the unit and participate in monitoring the training need of staff. Provide direct and indirect supervision of all staff within the unit and give guidance. Order and monitor appropriate level of consumables. Ensure that equipment in the unit is adequate and is checked and in working order. Provide for a safe, therapeutic and hygienic environment. Work effectively and amicably, at supervisory level, with persons of diverse intellectual, cultural, racial or religious differences. Demonstrate and understanding of Human Resource and Financial Management Policies and Procedures. Monitor and evaluate the care and Management of all patients and ensure the maintenance of accurate and complete patient records.

ENQUIRIES : Matron TH Mthembu (Assistant Nurse Manager) Tel: (032) 4376111



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POST : **PROFESSIONAL NURSE SPECIALITY – ORTHOPAEDIC NURSING**
REF GJGM 04/2024 (X 2 POSTS)

SALARY : **Grade 1: R431 265.00 per annum**
Grade 2: R528 696.00 per annum)
Other benefits: 8% Inhospital Allowance, 13th cheque, medical Aid (Optional) and housing allowance (employee must meet prescribed requirements).

CENTRE : General Justice Gizenga Mpanza Regional Hospital.

REQUIREMENT: **Grade 1:** Senior Certificate / Grade 12. Diploma / Degree in General Nursing that allow registration with SANC as a Professional Nurse. A post basic qualification in Orthopaedic Nursing Science. Registration with the SANC as a Professional Nurse. Current SANC receipt. A minimum of 4 years appropriate or recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing.
Grade 2: Senior Certificate / Grade 12. Diploma / Degree in General Nursing that allows registration with SANC as a Professional Nurse. A post basic qualification in Orthopaedic Nursing Science. A minimum of 14 years appropriate or recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing.

KNOWLEDGE, SKILLS AND COMPETENCIES:

Basic Computer literacy to enhance service delivery. Appropriate understanding of Nursing scope of practice and nursing standard as determined by the Surgical component. Knowledge of health and public service legislation, regulations and policies. Excellent communication skills, human relations and ability to teach in and train staff within a team. Effective communication with patients, supervisors and other health care professionals. Ability to work as a multi-disciplinary team at all levels and work effectively to maintain high standards of service delivery. Basic understanding of HR and Financial policies and practices. Planning, organizing, leading, controlling, delegation, supervisory, communication, motivation, decision making, problem solving, disciplinary and co-ordination skills.

KEY PERFORMANCE AREAS:

Provision of optimal, holistic specialised nursing care provided within the set standards i.e. professional/obligation. Apply nursing process to patient care in the Surgical Unit. Maintain accurate and complete patient records according to legal requirements. Compilation and analysis of statistics, participation auditing and clinical charts and develop QIP's. Participate in the implementation of National norms and standards, guidelines, protocols. Manage resources effectively, efficiently and economically with the allocated resources. Provision of effect support to nursing services. Assist is supervision and development of staff. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs and expectations as per Batho Pele principles. Work as part of a multidisciplinary team to ensure good nursing care. Provide safe, therapeutic and hygienic environment for patients, visitors and staff. Ensure that equipment in the unit is adequate and checked that it is in working order. To deliver quality nursing care to Surgical patients in the wards and clinics. To offer patient care by assessing, collecting and interpreting information on surgical clients and prescribing interventions. Monitor and evaluate the care management of all patience and ensure the maintenance of



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accurate complete patient records. Maintain professional growth/ethical standards of self-development. Promote good working relationships with multidisciplinary team in the provision of quality holistic and individualised patient care. Maintain sterile environment and ensure availability/functionality of surgical equipment.

ENQUIRIES : Matron LV Hadebe (Assistant Nurse Manager) Tel: (032)4376137



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POST : **PROFESSIONAL NURSE SPECIALITY – PAEDIATRICS REF GJGM 05/2024**
(X 2 posts)

Component: Nursing Management Services

SALARY : **Grade 1: R431 265.00 per annum**
Grade 2: R528 696.00 per annum

OTHER BENEFITS: 13th Cheque, Medical Aid – optional, 8% inhospitable allowance, Home owner allowance, employee must meet prescribed requirements.

REQUIREMENTS: **Grade 1:** Senior Certificate / Grade 12. Diploma / Degree in General nursing that Allow registration with SANC as a Professional Nurse. A post basic qualification in Child Nursing Science or Diploma in Critical Care. Registration with the SANC as a Professional Nurse. Current SANC receipt. A minimum of 4 years appropriate or recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing.

Grade 2: Senior Certificate / Grade 12. Diploma / Degree in General Nursing that allows registration with SANC as a Professional Nurse. A post basic qualification in Child Nursing Science or Diploma in Critical Care. A minimum of 14 years appropriate or recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. Proof of current and previous working experience endorsed by Human Resource department (certificate of service)

CENTRE : General Justice Gizenga Mpanza Regional Hospital

KNOWLEDGE, SKILLS AND COMPETENCIES:

Excellent communication skills, human relations and ability to teach and train staff within a team. Ability to work and maintain meaningful relationship within a diverse community. Knowledge of health and public service legislation and policies. Appropriate understanding of nursing scope of practice and nursing standards as determined by Child Nursing Care. Basic computer literacy to enhance service delivery. Effective communication with patients, supervisors and other health professionals. Ability to work as part of multi-disciplinary team at all levels and work effectively to maintain a high level of service delivery. Knowledge of labour relation and disciplinary procedures. Basic understanding of HR and Financial policies and practices. Planning, Organizing, Leading, Controlling, Delegation, Supervisory, Communication, motivation, Decision- Making, Problem-Solving, Disciplinary and co-ordination skills.

KEY PERFORMANCE AREAS:

Coordination of optimal, holistic specialized nursing care provided within set standards professional/ legal framework. To plan/ organize and monitor the objectives of the specialized unit in consultation with other members. To provide a therapeutic environment for staff, patients and public. To provide a comprehensive quality nursing care as a member of the unit-disciplinary team according to the identified needs of the patient based on scientific principles. To delegate duties and support staff in the execution of patient care delivery. To provide direct and indirect supervision of all nursing staff/ housekeeping staff and to give guidance. To ensure continuity of patient care on all levels i.e. work, book, and handover



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rounds. To liaise and communicate with multi-disciplinary team as well as other departments within the hospital i.e. during operational meetings with nursing supervisor and subordinates. Manage effectively the utilization and supervision of resources coordination of the provision of effective training and research. Provision of effective support to nursing services. Maintaining professional growth/ ethical standards and self-self-development. Ensure accurate record keeping for statistics purposes. Ensure adherence to the Principles of IPC in the unit. Manage unit in the absence of the Operation Manager. Identify, report and assist Doctors in the management of Paediatric Emergencies.

ENQUIRIES : Matron NG Mntambo (Assistant Nurse Manager) Tel: (032)4376000



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- POST :** **PROFESSIONAL NURSE SPECIALITY – OBSTETRICS & GYNAECOLOGY**
REF GJGM 06/2024 (X 7 POSTS)
Component: Nursing Management Services
- SALARY :** **Grade 1: R431 265.00 per annum** - Diploma/ Degree in General Nursing and Midwifery. One year post basic qualification in Midwifery and Neonatal Nursing Science (Advanced Midwifery). A minimum of four (4) years appropriate/ Recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing and Midwifery.
Grade 2: R528 696.00 per annum - Diploma in General Nursing and Midwifery. One year post basic qualification in Midwifery and Neonatal Science (Advanced Midwifery). A minimum of fourteen (14) years appropriate/recognizable experience in Nursing after registration as a Professional Nurse with SANC in General Nursing. At least ten (10) years of the period referred to the above must be appropriate/recognizable experience in the Obstetric and Gynae specialty after obtaining the one (1) year post-basic qualification in Advanced Midwifery.
OTHER BENEFITS: 13th Cheque, Medical Aid – optional, 8% inhospitable allowance, Home owner allowance, employee must meet prescribed requirements
- CENTRE :** General Justice Gizenga Mpanza Regional Hospital

KNOWLEDGE, SKILLS AND COMPETENCIES:

Knowledge of Nursing Care, Processes and Procedures, Nursing Statues and other relevant legal frameworks such as Nursing Acts, Health Act, Patient Rights Charter, Batho Pele Principles, Public Service Regulations, Disciplinary Codes and Procedures in the Public Service. Leadership, organizational, decision making, problem solving and interpersonal skills within the limits of the Public Sector. Personal Attitudes, Responsiveness, Professionalism, Supportive, Assertive and must be a team player.

KEY PERFORMANCE AREAS:

Provision of optimal, holistic specialized nursing care with set standards and within a Professional legal framework. Ensuring clinical nursing practice by the nursing team in accordance with the Scope of Practice and nursing standards as determined by the relevant health facility. Implement activities aimed at the improvement of women's health. Ensure high quality nursing care is rendered to all clients accessing maternal services in the facility by considering CARMA objectives, ESMOE, KINC, Helping Babies Breath (HBB) and safe Caesarian checklist. Ensure that other antenatal care programmes i.e. BANC are implemented to enhance antenatal care to all pregnant women. Ensure implementation and integration of HAST programmes in O&G departments within the facility. Ensure accurate and proper record keeping for statistic purposes. Ensure adherence to the principles of IPC practices in the unit. Assess and identify the relationship between normal physiological and specific system alterations associated with problems, disorders and treatment in the pregnancy, labour, puerperium and neonates. Plan, implement, management and monitor according to identified problems. Implement plan of action in obstetric emergency situations according to protocols and guidelines. Evaluate the response to management. Participate in training, monitoring and research with a view to increasing the body of knowledge in the midwifery practice. Able to identify, report and assist doctors in the management of obstetrics emergencies. Ensure compliance to quality, IPC, Ideal Hospital realization and maintenance (IHRM) and Norms and Standards. Promote, instil and maintain discipline, professionalism and work ethics among employees.



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Manage the utilization and supervision of resources. Demonstrate an in depth understanding of legislation and related ethical nursing practices and how this impact on service delivery. Maintain a constructive working relationship with multidisciplinary team members.

ENQUIRIES : Matron DS Khanyezi (Assistant Nurse Manager) Tel: (032) 437 6382