



## KWAZULU-NATAL PROVINCE

HEALTH  
REPUBLIC OF SOUTH AFRICA

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

### DIRECTORATE:

HARRY GWALA REGIONAL HOSPITAL  
RECRUITMENT AND SELECTION

Enquiries: Mr. NJ Mgwaba  
Circular: HGRH10/2024  
Date: 06 March 2024

**TO: HEADS OF ALL DEPARTMENTS  
VACANCIES IN HARRY GWALA REGIONAL HOSPITAL  
CIRCULAR MINUTE: HGRH 10/2024**

The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment without delay even if they are absent from their normal places of work.

**DIRECTIONS TO CANDIDATES:**

- The following documents must be submitted:-
  - Application for Employment Form (Form Z.83), which is obtainable at any Government Department **OR** from the website - [www.kznhealth.gov.za](http://www.kznhealth.gov.za).
  - Comprehensive CV (with detailed experience) with full record of service, stating duties performed/performing and years of experience written in full e.g. 01/01/2023.
  - Copies of Qualifications, Registration Certificates and updated certificate of service must not be submitted when applying for employment. Only shortlisted candidates will be requested to bring certified copies on or before the day of the interview.
- The Reference Number must be indicated in the column provided on the form Z.83.  
**NB: Failure to comply with the above instructions will disqualify applicants.**
- The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC).
- 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)
- Please note that 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 advertisement, please accept that your application was unsuccessful
- Harry Gwala Regional Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution
- All appointments will be made in accordance with the Employment Equity targets of the Hospital. People with disabilities are encouraged to apply**
- Please note that due to financial constraints no S&T payments will be considered for payment to candidates that are invited for interview.**

**9. ALL APPLICATIONS SHOULD BE FORWARDED TO:**

CHIEF EXECUTIVE OFFICER  
HARRY GWALA REGIONAL HOSPITAL  
PRIVATE BAG X 509  
PLESSISLAER  
3216

**OR**

HAND DELIVERED TO THE BOX BY THE MAIN GATE BEHIND SECURITY OFFICE  
**MARKED FOR THE ATTENTION OF: MR. T.C. MANYONI**

**N.B: NO REGISTERED MAIL AND FAXED APPLICATIONS WILL BE CONSIDERED**

**CLOSING DATE FOR APPLICATIONS: 22 March 2024**

*Original signed and dated by the Chief Executive Officer (copy available on request)*

MRS. N.T. NXABA  
CHIEF EXECUTIVE OFFICER  
HARRY GWALA REGIONAL HOSPITAL

**DATE: 06 March 2024**

**GROWING KWAZULU NATAL TOGETHER**

## **ADVERTISEMENT**

<b>POST</b>	<b>: PROFESSIONAL NURSE GRADE 1/2 SPECIALITY CRITICAL CARE/TRAUMA NURSING SCIENCE</b>
<b>NO OF POST</b>	<b>: 06</b>
<b>CENTRE</b>	<b>: HARRY GWALA REGIONAL HOSPITAL</b>
<b>REF NO</b>	<b>: NURS 15/2024</b>
<b>REMUNERATION</b>	<b>: GRADE 1 R431 265.00-R497 193.00 PER ANNUM : GRADE 2 R528 696.00-R645 720.00 PER ANNUM</b>
<b>OTHER BENEFITS</b>	<b>: 13TH CHEQUE, HOME OWNERS 8% INHOSPITABLE AREA ALLOWANCE (EMPLOYEE MUST MEET PRESCRIBED REQUIREMENTS), MEDICAL AID (OPTIONAL) Housing Allowance: Employee must meet prescribed</b>

### **REQUIREMENTS FOR THE POST**

- Senior Certificate
- Diploma/Degree in General Nursing (obtainable from University/ College)
- Registration with the SANC as a Professional Nurse
- Current South African Nursing Council receipt – licence to practice (2023)
- A post Basic qualification in Critical Care/Trauma Nursing Science registered with SANC
- EXPERIENCE REQUIRED:
- **Grade 1:** A minimum of four (4) years appropriate / recognisable experience in Nursing after registration as Professional Nurse with SANC in General Nursing With a Post Basic in Critical Care/Trauma Nursing Science
- **Grade 2:** A minimum of fourteen (14) years appropriate / recognisable experience in Nursing after registration as Professional Nurse with SANC in General Nursing. At least 10 years of the period referred to above must be appropriate / recognizable experience in Critical Care/Trauma Nursing after obtaining the one year Post Basic Qualification in Critical Care/Trauma Nursing Science
- **Certificate of Service endorsed by HR Department must be attached**

### **KNOWLEDGE, SKILLS, COMPETENCIES AND TRAINING REQUIRED**

- Strong interpersonal, communication and presentation skills.
- Ability to make independent decisions, problem solving and conflict resolution.
- An understanding of the challenges facing the public health sector.
- Ability to prioritize issues and other work related matters and to comply with time frames.
- High level of accuracy.
- Knowledge of nursing care processes and procedures, nursing statuses and other relevant legal framework.

**KEY PERFORMANCE AREAS**

- Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the institution.
- Provide holistic specialised nursing care
- Develop/establish and maintain constructive working relationship with nursing and other stakeholders.
- Provide a safe therapeutic environment that allows for the practice of safe nursing care as laid by the Nursing Act, National Core Standards, Occupational Health and Safety Act and all other applicable prescripts.
- Manage and supervise effective utilization of all the resources e.g. human, financial material.
- Manage/prevention and control of infection in the Unit.
- Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele.
- Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required.
- Ensure the unit complies with Infection Prevention and Control
- Participate in the formulation , analysis , implementation and monitoring of unit objectives, policies, and procedures
- Participate in staff development using EPMDS System and other work related programmes and training.
- Support and mentor student Nurses
- Exercise control over discipline, grievance and all Labour Relations issues.
- Actively participate in resuscitation activities in the unit
- Must be able to handle medical, surgical and trauma emergencies and high risk conditions

**ENQUIRES: Ms. NC Ngubo**

**Contact: 033-395 4427**

**CLOSING DATE: 22 March 2024**