



KWAZULU-NATAL PROVINCE

HEALTH
REPUBLIC OF SOUTH AFRICA

DIRECTORATE:

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www.kznhealth.gov.za

Inkosi Albert Luthuli Central Hospital
Human Resources Department
Recruitment & Selection

IALCH 04/2024

VACANCY IN THE DEPARTMENT OF HEALTH

The contents of this Circular Minute must be brought to the notice of all eligible employees on the establishment of all institutions. Institutions must ensure 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) Applications for Employment Form (Z83) (Current), which is available from any Government Office OR the website www.kznhealth.gov.za
 - (b) Curriculum Vitae
 - (c) Applicants are not required to submit copies of qualifications and other relevant documents on application. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview.
 - (d) Certificates of service
 - (e) Faxed applications will not be accepted
2. Reference number must be indicated in the column provided on the form Z83 e.g. ref APRO/1/2006
3. **It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered**

NB: Failure to comply with the above instructions will result in disqualification of the applicant.

4. Please note that due to the large number of applications envisaged to be received, applications will not be acknowledged. If you are not contacted by us after three months after the closing date, please regard your application as being unsuccessful. Every short listed applicant will be advised of the outcome of their application in due course.
5. **Person with disabilities should feel free to apply for this post.**
6. **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**
7. Applications should be sent to : The Human Resource Manager

Inkosi Albert Luthuli Central Hospital
Private Bag X03
MAYVILLE 4058

OR All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH

NB: PLEASE NOTE THAT DUE TO FINANCIAL CONSTRAINTS, THERE WILL BE NO PAYMENT OF S & T CLAIMS.

The department is an equal opportunity, affirmative action and people with disability employer whose aim is to promote representivity in all levels of the occupational classes of the Department"

CHIEF EXECUTIVE OFFICER (original signed by the CEO)



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POST: Radiation Oncology Radiographer (Radiotherapist) x4

DEPARTMENT: Radiation Oncology

CENTRE: EThekweni Oncology complex (Inkosi Albert Luthuli Central Hospital and Addington Hospital)

REFERENCE: rad radioonco/1/2024

SALARY:

Grade 1: R444 741pa, Plus 13th cheque, Medical Aid - Optional & Housing Allowance: Employee must meet prescribed requirements.

Grade 2: R520 785pa Plus 13th Cheque, Medical Aid optional and Housing Allowance- Employee must meet prescribed requirements.

Grade 3: R612 642 pa Plus 13th Cheque, Medical Aid optional and Housing Allowance- Employee must meet prescribed requirements.

REQUIREMENTS: Diploma or Bachelor degree in Radiography. Registration with HPCSA as Radiographer oncology, Current registration with the Health Professions Council of South Africa as a Radiographer (Radiotherapy Oncology)

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCES REQUIRED: Knowledge of radiotherapy standard techniques, dose protocols, equipment and accessories associated with relevant techniques and including specialized techniques. Knowledge of basic quality assurance in Radiotherapy, radiation effects & Radiation protection on patients. Anatomy vs. tumor treatment vs. effects on physiology care patterns for patients. Taking and evaluating of Portal images / C.T. scans and MRI scans for treatment planning purposes. Knowledge of Radiotherapy Planning. Good interpersonal skills and basic supervisory skills. Must have the ability to perform effectively in a team. Knowledge of basic patient care

DUTIES: Undertake all basic radiation planning and treatment preparation including the tumor localization, graphic planning, radiation dose calculation and the necessary data preparation needed for treatment accessory construction. Undertake Brachytherapy Planning and treatment procedure. Liase with the Physicist, Oncologist, Oncology nurses, relatives and the patient. Safely operate, care and construct accessories and immobilization devices used in the planning and treatment of the patient. Dosimetry checks done before delivery of treatment. Ensure accurate records kept of the course of Radiotherapy treatment delivered. Serve as Health and Safety Representative. Provide afterhours duties and rotate between Inkosi Albert Luthuli Central Hospital Radiotherapy department and Addington Hospital Radiotherapy department when needed.

ENQUIRIES: Ms. T. Hlengwa: 031 2401857

CLOSING DATE: 08 March 2024

POST: Professional Nurse: (Specialty Nursing Stream) – Nephrology x 3

REF NO.: PN (SpecNurs) Nephr/1 /2024

DEPARTMENT: Critical Care Areas/Haemodialysis

CENTRE: INKOSI ALBERT LUTHULI CENTRAL HOSPITAL

Grade 1: R431 265pa plus 13th cheque: Housing Allowance-Employee to meet prescribed requirements: Medical Aid: optional. **Grade 2:** R528 696pa plus 13th cheque: Housing Allowance-Employee to meet prescribed requirements: Medical Aid: optional.

MINIMUM REQUIREMENTS

Grade 12/Matric/Senior Certificate or equivalent qualification. Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with SANC as



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a Professional Nurse. Certificate of registration with SANC as a Professional Nurse. One (1) year post basic qualification in Nephrology Nursing accredited by SANC. Current registration with SANC as General Nurse and Nephrology Nursing (SANC receipt 2024)

Grade 1: A minimum of 4 years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC in General nursing is required.

Grade 2: A minimum of 14 years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing is required. At least 10 years of the period referred to above must be appropriate/recognizable experience in the specific Specialty after obtaining the 1 year post basic qualification in the specialized field. Certificate of Service from previous and current employer endorsed and stamped by HR.

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED:

Demonstrate a comprehensive understanding of nursing legislation and related legal and ethical nursing practices.

In-depth knowledge on procedures, policies, prescripts related to nursing care.

Good human relations displaying a concern for patients, promoting and advocating proper treatment and care including a willingness and awareness to respond to patient's needs, requirements and expectations (Batho Pele).

Ability to prioritize matters related to work and patient care

Skills: Leadership, organizational, decision making, problem solving abilities within the limits of the public sector and interpersonal skills.

Personal attributes: responsiveness, communication skills for dealing with patients, professionalism, supportive, assertive, writing of reports when required and must work within multi-disciplinary team.

KEY PERFORMANCE AREAS

Provision of optimal, holistic specialized nursing care with set standards and within a professional/legal framework. Effective utilization of resources. Participation in training and research. Provision of support to nursing services. Maintain professional growth/ethical standards and self-development. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient needs, requirements and work as part of a multi-disciplinary team to ensure good nursing care that is cost effective, equitable and efficient. Strengthen ethics and professionalism. Provide a therapeutic environment for patient's staff and public. Advocate for quality care of patients. Ensure unit compliance with infection prevention and control as well as Occupational health and safety. To nurse critically ill patients who are ventilated, on Haemodialysis and continuous-veno venous Haemodialysis (CVVHD). To rotate within the critical care areas and haemodialysis unit (day/night) within the facility to where dialysis is required.

Maintain accreditation standards by ensuring compliance with Norms and Standards, Ideal hospital framework and Make me look like hospital project. Attend meetings, workshops and training as assigned supervisor. Participate in quality cycles and quality improvement projects to improve patient outcomes. Be cognisant of measures to prevent patient safety incidents and litigation. Assume shift leader role when necessary or as delegated by supervisor.

Participate in staff development using EPMDS System and other work related programmes and training.

ENQUIRIES: Dr H Ndemera Tel No. 031 2401063 Acting Nurse Manager

CLOSING DATE: 08 March 2024



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POST: Professional Nurse: (Specialty Nursing Stream)-Advanced Midwifery and Neonatology Nursing x3

REF NO.: PN: PN (Spec Nurs) OnG/1/2024

DEPARTMENT: Obstetrics and Gynaecology Dept.

CENTRE: INKOSI ALBERT LUTHULI CENTRAL HOSPITAL

Grade 1: R431 265pa plus 13th cheque: Housing Allowance-Employee to meet prescribed requirements: Medical Aid: optional. **Grade 2:** R528 696pa plus 13th cheque: Housing Allowance-Employee to meet prescribed requirements: Medical Aid: optional.

MINIMUM REQUIREMENTS

Grade 12/Matric/Senior Certificate or equivalent qualification

Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with SANC as a Professional Nurse.

Certificate of registration with SANC as a Professional Nurse.

One (1) year post basic qualification in Advanced Midwifery and Neonatology nursing accredited by SANC.

Current registration with SANC as General Nurse and Advanced Midwifery and Neonatology (SANC receipt 2024)

Grade 1: A minimum of 4 years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC in General nursing is required.

Grade 2: A minimum of 14 years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing is required. At least 10 years of the period referred to above must be appropriate/recognizable experience in the specific Specialty after obtaining the 1 year post basic qualification in the specialized field. Certificate of Service from previous and current employer endorsed and stamped by HR

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED:

Demonstrate a comprehensive understanding of nursing legislation and related legal and ethical nursing practices. In-depth knowledge on procedures, policies, prescripts related to nursing care. Good human relations displaying a concern for patients, promoting and advocating proper treatment and care including a willingness and awareness to respond to patient's needs, requirements and expectations (Batho Pele). Ability to prioritize matters related to work and patient care. Skills: Leadership, organizational, decision making, problem solving abilities within the limits of the public sector and interpersonal skills.

Personal attributes: responsiveness, communication skills for dealing with patients, professionalism, supportive, assertive, writing of reports when required and must work within multi-disciplinary team.

KEY PERFORMANCE AREAS

Provision of optimal, holistic specialized nursing care with set standards within professional/legal framework.

Display concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient needs, requirements.

Work as part of a multidisciplinary team to ensure good nursing care that is cost effective, equitable and efficient.

Perform quality comprehensive clinical nursing practice in accordance with the scope of practice and nursing standards determined by IALCH and relevant prescripts.

Implementation of programs that promote maternal, women and neonatal positive health outcomes. Internal rotation of staff within the relevant speciality will be exercised according to patients need. Maintain professional growth/ethical standards and self-development.

Provide a therapeutic environment for patient's staff and public.



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Ensure unit compliance with infection prevention and control as well as Occupational health and safety. Maintain accreditation standards by ensuring compliance with Norms and Standards, Ideal hospital framework and Make me look like hospital project.

Attend meetings, workshops and training as assigned by supervisor.

Participate in quality circles and quality improvement projects to improve patient outcomes

Be cognisant of measures to prevent patient safety incidents and litigation.

Act as shift leader when necessary or as delegated by supervisor

Participate in staff development using EPMDS System and other work related programs and training. Implementation of night duty according to institutional and relevant prescripts.

ENQUIRIES: Dr H Ndemera Tel No. 031 2401063 Acting Nurse Manager

CLOSING DATE: 08 March 2024