



## KWAZULU-NATAL PROVINCE

HEALTH  
REPUBLIC OF SOUTH AFRICA

**DIRECTORATE:**

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**KWADABEKA COMMUNITY HEALTH CENTRE**

### TO ALL HEADS OF INSTITUTIONS

### VACANCIES IN THE DEPARTMENT OF HEALTH

The contents of this Circular Minutes must be brought to the notice of all eligible Employees on your establishment without delay, including those in the district offices. Institutions must notify all employees who qualify even if they are absent from their normal workplaces.

### DIRECTION TO CANDIDATES

1. The following documents must be submitted:
  - a) Application for Employment Form (Z83), which is obtainable at any Government Department or from the website - [www.kznhealth.gov.za](http://www.kznhealth.gov.za);
  - b) **Applicants are not required to submit copies of education qualification and professional registration certificates – such documents will be requested only from shortlisted candidates**
  - c) A detailed Curriculum Vitae.
2. The reference number must be indicated in the column provided on form Z83, e.g. Reference Number (KDC 01/2022)

### NB: FAILURE TO COMPLY WITH THE ABOVE INSTRUCTIONS WILL DISQUALIFY APPLICANTS.

3. Due to large 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.
4. The appointment is subject to the positive outcomes obtained from the following checks: security Clearance, Qualifications (SAQA), Citizenship and Previous Experience Verification.
5. No S and T claims will be paid to candidates that are invited for interview due to financial constraints in the Department.

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

**We welcome applications from persons with disAbilities**



**The closing date for all applications is 26 April 2024**

**ORIGINAL SIGNED AND AVAILABLE ON REQUEST**

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**CHIEF EXECUTIVE OFFICER**  
**KWADABEKA COMMUNITY HEALTH CENTRE**

<b>JOB TITLE</b>	: Clinical Nurse Practitioner (PHC)
<b>SALARY LEVEL</b>	: Salary level 9
<b>NUMBER OF POST(S)</b>	: 2
<b>INSTITUTION/FACILITY</b>	: KwaNdengezi Clinic
<b>REFERENCE</b>	: <b>KDC 01/2024</b>
<b>SALARY NOTCH</b>	: Grade 1: R 431 265.00 – R 497 193.00 per annum (inclusive of benefits) Grade 2: R 528 696.00 – R 645 720.00 per annum (inclusive of benefits)
<b>BENEFITS</b>	: 13th Cheque, Medical Aid (optional), Home Owners Allowance, etc, (employee must meet the prescribed requirements) and 8% in-hospitable allowance of basic salary.

#### **MINIMUM REQUIREMENTS FOR THE POST:**

- Standard 10/Grade 12 Certificate or equivalent qualifications.
- Diploma/Degree in General Nursing and Midwifery or equivalent qualification that allows registration with the SANC as a Professional Nurse.
- Post-basic qualification with a duration of one (1) year in Clinical Nursing Science, Health assessment, Treatment and Care) accredited with the SANC.
- Registration with SANC as Professional Nurse in General and Midwifery.
- Proof of current registration certificate with SANC (2024) as a General Nurse and Primary Health Care (attach certificate and not proof of registration)
- Proof of current and previous work experience endorsed by the Human Resource Manager or any Delegated person in the HR Component.

#### **WORK EXPERIENCE:**

##### **GRADE 1**

- A minimum of 4 years appropriate/recognizable nursing experience after registration as a Professional Nurse with the SANC in General Nursing.

##### **GRADE 2**

- A minimum of 14 years appropriate/recognizable nursing experience in nursing after registration as Professional Nurse with SANC in General Nursing of which 10 years must be experience after obtaining the 1 year post basic qualification in Primary Health Care.

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

- Knowledge of nursing care processes and procedures, policies, relevant government prescripts and Nursing Act 50 of 1978 as amended.
- Planning, leadership, organizational, decision making and problem solving skills
- Good interpersonal relationship skills and listening skills.
- Conflict, grievance and complaints management skills
- Organization, planning and coordination skills
- Be able to function within a multidisciplinary team.
- Ability to understand and implement patient care related, Guidelines and Policies.
- Sound knowledge of the health programmes implemented at PHC level.
- Sound knowledge of the National core Standards and Ideal clinic realization management.
- Demonstrate effective communication with patients, supervisors, and other clinicians, including report writing and data management.

## KEY PERFORMANCE AREAS

- Assist and deputize the Operational Manager with overall management of staff and patients and other administrative issues.
- Work as part of a multidisciplinary team to ensure quality patient care.
- Implement and advocate for preventive and promotive health initiatives in the facility and communities serviced by the CHC.
- Ensure accurate recording and maintain updated records of patients' progress.
- Plan and organize own work and that of support personnel to ensure proper nursing care in the area of practice.
- Ensure prompt clinical intervention to clients using prescribed updated National Guidelines and Protocols.
- Ensure programme specific data collected, accurate and submitted timeously to the next level.
- Ensuring 90/90/90 strategy is implemented and set targets are achieved.
- Participate in all PHC activities aiming towards improvement of service delivery.
- Participate in multi-disciplinary team and quality assurance activities.
- Participate in the development and implementation of quality improvement plans in the unit.
- Maintain client satisfaction, through provision of innovative nursing care.
- Be prepared to be allocated on a rotational basis in the CHC including weekends, Public holidays and night duty.

**ENQUIRIES:** Mrs. ZT Mazeka (031 701 2464)  
Mrs. TM Cebekhulu

## ALL APPLICATIONS MUST BE FORWARDED TO:

**Human Resource Office**  
KwaDabeka Community Health Centre  
PO Box 371  
Clernaville  
3602

## ALTERNATIVELY CAN BE EMAILED TO:

[kwadabekaCHC.HRJobApplication@kznhealth.gov.za](mailto:kwadabekaCHC.HRJobApplication@kznhealth.gov.za)