TO: ALL HEADS OF ALL DEPARTMENTS

VACANCIES IN THE DEPARTMENT OF HEALTH KING DINUZULU HOSPITAL COMPLEX - CLINICAL NURSE PRACTITIONER GRADE 1&2 (PHC)

CIRCULAR MINUTE: KDHC 31/2019

The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment without delay, including those in region/district offices. Institutions must notify all candidates who qualify for posts in this circular minute even if they are absent from their normal place of work.

DIRECTIONS TO CANDIDATES:

1. The following documents must be submitted:
   - Application for Employment Form (Z83), which is obtainable at any government Department OR from the website – www.kznhealth.gov.za.
   - Certified copies of identity document, highest educational qualifications and Professional Registration – not copies of certified copies.
   - Curriculum Vitae.
   - Certified copies of certificate of service.

2. The Circular Minute Number must be indicated in the column provided on the form Z83, e.g. Circular Minute Number KDHC 31/2019. NB: Failure to comply with the above instructions will disqualify applicants.

3. Preference will firstly be given to currently employed Public Service Employees, before considering Non-Public Servants.

4. Please note that due to the large number of applications received, applications will not be acknowledged. Should you not receive a response after six weeks from closing date of the advert, consider your application as unsuccessful. (This Department is an equal opportunity, affirmative action employer, whose aim is to promote representatively in all levels of all occupational categories in the Department). All applications to be forwarded to: MR LM Eaton King Dinuzulu Hospital P O Dormerton, 4015

5. PLEASE NOTE THAT DUE TO FINANCIAL CONSTRAINTS NO S & T & RESETTLEMENT CLAIMS WILL BE CONSIDERED FOR PAYMENT TO CANDIDATES THAT ARE INVITED FOR THE INTERVIEW.

CLOSING DATE FOR APPLICATIONS IS: 30/11/2019

S Madanyana
CHIEF EXECUTIVE OFFICER

uMnyango Wezempilo . Departement van Gesondheid

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ADVERT

POST : CLINICAL NURSE PRACTITIONER GRADE 1&2 (PHC)

CENTRE : KING DINUZULU HOSPITAL COMPLEX

UNIT : COMMERCIAL CITY CLINIC

REFERENCE NO. : KDHC31/2019

NUMBER OF POSTS : 01

SALARY & MINIMUM REQUIREMENTS

PROFESSIONAL NURSE GRADE 1 (SPECIALITY): R383 226.00-R444 276.00 Per Annum plus benefits 13th Cheque, Medical Aid optional. Housing Allowance (Employees to meet the prescribed requirements)

- Senior Certificate / Grade 12 or equivalent
- Degree/Diploma in General Nursing and Midwifery
- Proof of Registration with S.A.N.C. 2019 /Proof of Payment for 2020
- Post Basic Diploma in Clinical Nursing Science, Health Assessment, Treatment and Care
- (PHC) with a duration of one year
- A minimum of 4 years recognizable Professional Nurses experience after registration as a General Nurse
- Proof of current and previous work experience (certificate of Service) endorsed by the Human resource Manager or Delegated person.

PROFESSIONAL NURSE GRADE 2 (SPECIALITY): R471 333.00- R 579 696.00

- A minimum of 14 Years appropriate / recognizable experience in Nursing after registration as a Professional Nurse with S.A.N.C. in General Nursing
- At least 10 years of the period referred to above be appropriate / recognisable experience in the specific speciality after obtaining the 1 year Post basic Qualification in the relevant speciality
- Certified copies of Certificates of Service stating the relevant experience must be attached.

KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED

- 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
- Interpersonal skills, negotiating, conflict management and counselling
- Knowledge of financial and Human resource Management
- Ability to function independently as a Professional Nurse
- Ability to display Nursing Ethics and Professionalism in the workplace
- Willingness to respond to patient’s needs and expectations

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• Be prepared to work shifts, weekends and public holidays

KEY PERFORMANCE AREAS
• Plan, organize and implement unit objectives in consultation with the Operational Manager
• Participate in implementation of clinical policies, procedures and guidelines at a PHC level
• Implement and advocate for preventive and promotive health initiatives for clients in the facility and catchment area

• Ensure effective and efficient utilization of allocated resources and maintain accurate and updated records and data
• Facilitate implementation of 90/90/90 strategy in critical indicators and collate, analyze and validate data prior to submission to supervisor
• Participate in the development and implementation of quality improvement plans in the unit
• Maintain client satisfaction, through quality service, innovation and nursing care by upholding relevant principles
• Promote health in schools, household and community, e.g. safer sexual practices, development of smoke free work environments
• Develop proactive prevention of disease projects and interventions, health screening, and motivational counselling e.g. prevention of substance abuse programmes, growth and development monitoring
• Undertake health interventions in schools, household and community levels, including treatments, e.g. TB DOTS, splinting, first aid, and home based care and palliative care
• Develop capacity in schools, households and community which promote health behaviour, prevent disease and limit disability e.g. food safety
• Promote health by addressing learner health needs raising the consciousness of health behaviour, enabling mobilization, participation and promotion of appropriate use of health facilities
• Identify and mobilize schools, households and communities to prevent diseases such as HIV, TB, diarrhoea, hypertension, malnutrition through observation of numbers of cases diagnosed with TB
• Analyze data available and ensure an integrated team approach to disease prevention through the municipality (Operation Sukuma Sakhle), environment health, social development and education system and locally active NPOs
• Provide TB treatments to avoid long term admission to health facilities and follow up of TB patients to prevent deterioration.
• Ensure accurate school profiling in terms of health and appropriate health action plans
• Undertake monitoring and evaluation activities through team meetings and activities, supervision, rapid appraisals analysis of data, focus groups, and individual interviews or questionnaires
• Ensure staff development and performances by implementing EPMDS

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KEY PERFORMANCE AREAS

- Supervise, monitor and coordinate the provision of effective and efficient patient care through adequate nursing care
- Foster team spirit and commitment among all categories of staff
- Monitor and control Human Resource needs, utilization and developments
- Monitor and supervise staff performance
- Deal with disciplinary and grievance matters including monitoring and controlling absenteeism
- Monitor and ensure proper utilization
- Participate in the analysis, formulation, implementation and maintaining nursing care standards, policies, practices and procedures
- Establish and maintain constructive working relationships with nursing and other stakeholders
- Ensure that a healthy and safe environment is maintained

NB. NO PAYMENT OF S & T RESETTLEMENT EXPENDITURE

ENQUIRIES: DR Z F Dlamini TEL. 031-2426036

CLOSING DATE OF APPLICATION IS: 30/10/2019

ALL APPLICATIONS SHOULD BE FORWARDED TO:

ATTENTION: MR LEATON
Human Resource Department
King Dinuzulu Hospital Complex
P O Dormerton

CHIEF EXECUTIVE OFFICER

DATE

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