



**KWAZULU-NATAL PROVINCE**

HEALTH  
REPUBLIC OF SOUTH AFRICA

**DIRECTORATE:**

Human Resource Management Services

Private X 9928 , Ladysmith, 3370

Ladysmith Regional Hospital, 36 Malcolm Road Ladysmith, 3370

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**Enquiries: Mr E.N.Siyaya**

**Date: 2024.01.04**

**TO: HEADS OF ALL DEPARTMENTS  
VACANCIES IN LADYSMITH REGIONAL HOSPITAL**

**CIRCULAR MINUTE: LH 01/2024**

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:**

**1. Only the following documents must be submitted:**

- APPLICANTS MUST UTILISE THE MOST RECENT Z83 APPLICATION FORM WHICH IS OBTAINABLE AT ANY GOVERNMENT DEPARTMENT OR FROM THE WEBSITE – [WWW.KZNHEALTH.GOV.ZA](http://WWW.KZNHEALTH.GOV.ZA)
- UPDATED DETAILED CURRICULUM VITAE

**2. The Reference Number Must Be Indicated In The Column Provided On The Z83, E.G. X/RAY 01/2022.**

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

3. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and verification of previous & current employment experience).
4. It is the applicant's responsibility who have a foreign qualification, which is the requirement of the post, that is evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on application, Failure to comply will result in the application not being considered.
5. 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.
6. Ladysmith Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution.
7. **Persons with disability are encouraged to apply.**
8. **Please note that no S&T payments will be considered for payment to candidates that are invited for interview.**

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

**[LadysmithHospital.JobApp@kznhealth.gov.za](mailto:LadysmithHospital.JobApp@kznhealth.gov.za) OR**

Ladysmith Regional Hospital OR be Hand delivered To: Ladysmith Regional Hospital  
Private Bag X 9928 36 Malcolm Road  
LADYSMITH Ladysmith  
3370 3370

**VACANCY**

<b>POST</b>	:	Occupational Health Nurse
<b>No. OF POSTS</b>	:	01
<b>CENTRE</b>	:	Ladysmith Regional Hospital
<b>REFERENCE No</b>	:	LRH 01/2024
<b>SALARY</b>	:	Grade 1: R 431 265.00 – R 497 193.00 per annum. Grade 2: R 528 696.00 – R 645 720.00 per annum.
<b>OTHER BENEFITS</b>	:	13 <sup>TH</sup> Cheque, Housing Allowance (employees must meet the Prescribed requirements), (Medical Aid Optional), 8% Inhospitable rural allowance.

**APPROPRIATE/RECOGNIZABLE EXPERIENCE AFTER REGISTRATION IN THE SPECIALTY IS RECOGNISED TO DETERMINE THE SALARY ON APPOINTMENT. ONLY CERTIFICATE/S OF SERVICE FROM THE PREVIOUS EMPLOYER/S IN THE SPECIALTY IS RECOGNISED FOR THIS PURPOSE.**

**MINIMUM REQUIREMENTS:**

**GRADE1:**

- Senior Certificate (Grade 12) or equivalent qualification
- Diploma/Degree in General Nursing and Midwifery.
- Proof of current registration with SANC (2024).
- A post-basic nursing qualification with a duration of at least 1 year accredited with SANC in Occupational Health Nursing science.
- A minimum of 4/four years appropriate/recognizable experience after registration with SANC as a General Nurse and Midwifery

**GRADE 2:**

- Senior certificate/Grade 12 or equivalent qualification
- Degree/Diploma in General Nursing and Midwifery.
- Proof of current registration with SANC (2024).
- Post Basic qualification with a duration of at least one year in Occupational Health Nursing science accredited with SANC
- A minimum of 14 years actual service and/or appropriate/recognizable experience after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of this period must be appropriate/recognizable experience in Emergency & Trauma Unit after obtaining the relevant 1 year post basic qualification required for the relevant speciality.
- **CURRENT AND PREVIOUS WORK EXPERIENCE ENDORSED BY HUMAN RESOURCE DEPARTMENT**

**NB: only shortlisted candidates will be required to submit certified document on or before the day of the interview following communication from HR.**

**KNOWLEDGE, SKILLS AND EXPERIENCE**

- Knowledge of nursing care processes, procedures, nursing statuses and other relevant framework such as Nursing Act, Health Act, Public Service regulations, Disciplinary Code and Procedures in the Public Service
- Knowledge of Code of Conduct, Labour Relations, Conflict Management and Negotiation Skills

VACANCIES IN LADYSMITH REGIONAL HOSPITAL closing date 02 FEBRUARY 2024.

- Ability to function within a team.
- Skills in organizing, planning and supervising.
- Knowledge of Batho Pele Principles and Patients' Rights Charter
- Personal attributes, responsiveness, professionalism, supportive, and assertive

### **KEY PERFORMANCE AREAS**

- Provision of quality emergency nursing care through the implementation of standards and protocols.
- To develop and ensure implementation of nursing care plans.
- Identify patients for emergency medical and nursing interventions and initiation of resuscitation measures
- Provide comprehensive emergency care inclusive of womens health and other priority programs
- Participate in disaster preparedness programs within the institution
- Manage and supervise effective utilization of all resources e.g. human, financial, material
- Exercise control over discipline, grievance and Labour Relations issues according to laid down policies and procedures
- Maintain accurate and complete patient records according to legal requirements  
Exercise control over discipline, grievance and Labour Relations issues according to laid down policies and procedures
- To uphold the Batho Pele and Patients' Rights Charter Principles
- Implement Norms and standards to improve the quality of care
- Participate in staff, student and patient teaching.
- Evaluate patient care programmes from time to time and make proposals for improvement

**ENQUIRIES: MR. S.L.Dlozi (Deputy Director HRM) 036-6372111**

**CLOSING DATE: 02 FEBRUARY 2024**

### **VACANCY**

<b>POST</b>	:	Clinical Nurse Practitioner Grade 1&2 – Limit Hill Clinic
<b>No. OF POST</b>	:	01
<b>CENTRE</b>	:	Ladysmith Regional Hospital (Primary Health Care)
<b>REFERENCE No</b>	:	LRH 02/2024
<b>SALARY</b>	:	Grade 1: R 431 265.00 – R 497 193.00 per annum. Grade 2: R 528 696.00 – R 645 720.00 per annum.
<b>OTHER BENEFITS</b>	:	13 <sup>TH</sup> Cheque, Housing Allowance (employees must meet the Prescribed requirements), (Medical Aid Optional), 8% Inhospitable rural allowance.

### **MINIMUM REQUIREMENTS**

- Senior Certificate/Grade 12
- Degree/Diploma in General Nursing and Midwifery PLUS
- Proof of current registration with SANC( 2024 Receipt)
- Registration certificates with SANC IN General Nursing and Midwifery Plus Clinical Nursing Science, Health Assessment, Treatment and Care.

**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 after registration as a Professional Nurse with the SANC in General Nursing.

- At least 10 years of the period referred above must be appropriate / recognizable experience after obtaining the 1- year post-basic qualification in the relevant specialty.
- **CURRENT AND PREVIOUS WORK EXPERIENCE ENDORSED BY HUMAN RESOURCE DEPARTMENT.**

**NB: only shortlisted candidates will be required to submit certified document on or before the day of the interview following communication from HR.**

### **KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED**

- Knowledge and experience of Public Service Policies, Acts and Regulations
- Sound Management, negotiation, inter-personal and problem solving skills
- Good verbal, listening and written communication skills
- Knowledge of Labour Relations and disciplinary procedures
- Clinical competencies
- Knowledge of nursing care delivery approaches
- Analytical thinking, decision-making and conflict management skills
- Co-ordinating and planning skills

### **KEY PERFORMANCE AREAS**

- Ensure the provision of nursing care through adequate supervision
- Ensure the efficient and effective control of surgical sundries, pharmaceuticals, equipment and miscellaneous stores

VACANCIES IN LADYSMITH REGIONAL HOSPITAL closing date 02 FEBRUARY 2024.

- Deal with grievances and Labour relation issues in terms of laid down policies/procedures
- Ensure the supervision and provision of basic patient needs
- Promote preventive and promotive health for clients
- Evaluate and follow up patients during clinic visits
- Initiate treatment, implementation of programmes and evaluations of patients clinical conditions
- Attend and participate in doctor's visits
- Co-ordinate between hospital and community
- Health education of patients, staff and public
- Assessing in-service training needs, planning and implementing of training programs
- Assist patients and families to develop a sense of care

**ENQUIRIES: MRS. N NKEHLI (ASSISTANT MANAGER NURSING P.H.C), TEL 036-637 2111, CLOSING DATE: 02 FEBRUARY 2024.**

**VACANCY**

<b>POST</b>	:	Professional Nurse Speciality- Accident & Emergency unit
<b>No. OF POSTS</b>	:	02
<b>CENTRE</b>	:	Ladysmith Regional Hospital
<b>REFERENCE No</b>	:	LRH 03/2024
<b>SALARY</b>	:	Grade 1: R 431 265.00 – R 497 193.00 per annum. Grade 2: R 528 696.00 – R 645 720.00 per annum.
<b>OTHER BENEFITS</b>	:	13 <sup>TH</sup> Cheque, Housing Allowance (employees must meet the Prescribed requirements), (Medical Aid Optional), 8% Inhospitable rural allowance.

**APPROPRIATE/RECOGNIZABLE EXPERIENCE AFTER REGISTRATION IN THE SPECIALTY IS RECOGNISED TO DETERMINE THE SALARY ON APPOINTMENT. ONLY CERTIFICATE/S OF SERVICE FROM THE PREVIOUS EMPLOYER/S IN THE SPECIALTY IS RECOGNISED FOR THIS PURPOSE.**

**MINIMUM REQUIREMENTS:**

**GRADE1:**

- Senior Certificate (Grade 12) or equivalent qualification
- Diploma/Degree in General Nursing and Midwifery.
- Proof of current registration with SANC (2024).
- A post-basic nursing qualification with a duration of at least 1 year accredited with SANC in Emergency & Trauma Nursing Science
- A minimum of 4/four years appropriate/recognizable experience after registration with SANC as a General Nurse and Midwifery.

**GRADE 2:**

- Senior certificate/Grade 12 or equivalent qualification.
- Degree/Diploma in General Nursing and Midwifery.
- Proof of current registration with SANC (2024).
- Post Basic qualification with a duration of at least one year in Emergency & Trauma Nursing Science accredited with SANC.
- A minimum of 14 years actual service and/or appropriate/recognizable experience after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of this period must be appropriate/recognizable experience in Emergency & Trauma Unit after obtaining the relevant 1 year post basic qualification required for the relevant speciality.
- **CURRENT AND PREVIOUS WORK EXPERIENCE ENDORSED BY HUMAN RESOURCE DEPARTMENT**

**NB: only shortlisted candidates will be required to submit certified document on or before the day of the interview following communication from HR.**

**KNOWLEDGE, SKILLS AND EXPERIENCE**

- Knowledge of nursing care processes, procedures, nursing statuses and other relevant framework such as Nursing Act, Health Act, Public Service regulations, Disciplinary Code and Procedures in the Public Service
- Knowledge of Code of Conduct, Labour Relations, Conflict Management and Negotiation Skills

VACANCIES IN LADYSMITH REGIONAL HOSPITAL closing date 02 FEBRUARY 2024.

- Ability to function within a team.
- Skills in organizing, planning and supervising.
- Knowledge of Batho Pele Principles and Patients' Rights Charter
- Personal attributes, responsiveness, professionalism, supportive, and assertive

#### **KEY PERFORMANCE AREAS**

- Provision of quality emergency nursing care through the implementation of standards and protocols.
- To develop and ensure implementation of nursing care plans.
- Identify patients for emergency medical and nursing interventions and initiation of resuscitation measures
- Provide comprehensive emergency care inclusive of womens health and other priority programs
- Participate in disaster preparedness programs within the institution
- Manage and supervise effective utilization of all resources e.g. human, financial, material
- Exercise control over discipline, grievance and Labour Relations issues according to laid down policies and procedures
- Maintain accurate and complete patient records according to legal requirements  
Exercise control over discipline, grievance and Labour Relations issues according to laid down policies and procedures
- To uphold the Batho Pele and Patients' Rights Charter Principles
- Implement Norms and standards to improve the quality of care
- Participate in staff, student and patient teaching.
- Evaluate patient care programmes from time to time and make proposals for improvement

**ENQUIRIES: MRS. T. M BUTHELEZI (DEPUTY MANAGER NURSING) 036-6372111**  
**CLOSING DATE: 02 FEBRUARY 2024**

## **VACANCY**

<b>POST</b>	:	Professional Nurse Grade1&2Speciality-Operating theatre & CSSD
<b>No. OF POSTS</b>	:	02
<b>CENTRE</b>	:	Ladysmith Regional Hospital
<b>REFERENCE No</b>	:	LRH 04/2024
<b>SALARY</b>	:	Grade 1: R 431 265.00 – R 497 193.00 per annum. Grade 2: R 528 696.00 – R 645 720.00 per annum.
<b>OTHER BENEFITS</b>	:	13 <sup>TH</sup> Cheque, Housing Allowance (employees must meet the Prescribed requirements), (Medical Aid Optional), 8% Inhospitable rural allowance.

**APPROPRIATE/RECOGNISABLE EXPERIENCE AFTER REGISTRATION IN THE SPECIALTY IS RECOGNISED TO DETERMINE THE SALARY ON APPOINTMENT. ONLY CERTIFICATE/S OF SERVICE FROM THE PREVIOUS EMPLOYER/S IN THE SPECIALTY IS RECOGNISED FOR THIS PURPOSE.**

### **MINIMUM REQUIREMENTS.**

- Senior Certificate/Grade 12.
- Degree/Diploma in General Nursing and Midwifery PLUS
- Proof of current registration with SANC( 2024 Receipt)
- Registration certificates with SANC IN General Nursing and Midwifery Plus
- A post-basic nursing qualification with a duration of at least 1 year accredited with SANC in Theatre Tech Nursing Science.

### **GRADE 1: R 431 265.00 per annum.**

- A minimum of 4 years appropriate recognizable experience in Nursing after registration as a Professional Nurse General with the SANC.
- A post-basic qualification with a duration of at least 1 year Accredited with the SANC of SA in Theater tech.

### **GRADE 2: R528 696.00 per annum.**

- A minimum of 14 years appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing and Midwifery
- 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.
- **CURRENT AND PREVIOUS WORK EXPERIENCE ENDORSED BY HUMAN RESOURCE DEPARTMENT**

**NB: only shortlisted candidates will be required to submit certified document on or before the day of the interview following communication from HR.**

### **KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED**

- Demonstrate an understanding of nursing legislation and related legal and ethical nursing practices
- Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant health facility



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- Demonstrate effective communication with patients, supervisors and other clinicians including report writing when required
- Work as part of the multi-disciplinary team to ensure good nursing care
- Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences
- 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 patients needs requirements and expectations (Batho-Pele)

**KEY PERFORMANCE AREAS.**

- To execute duties and functions with proficiency within prescripts of applicable legislation
- Provision of quality patient care through setting of standards, policies and procedures
- Assist Operational Manager with overall management and necessary support for effective functioning
- To provide nursing care that lends itself to improve service delivery by upholding Batho-Pele Principles
- Maintain clinical competence by ensuring that scientific principles of nursing are implemented
- Ensure the provision and supervision of patients needs
- Promote health for clients
- Evaluate patient care programmes from time to time and make proposals for improvement

**ENQUIRIES: MRS. T.M. BUTHELEZI (DEPUTY MANAGER NURSING) 036-6372111**  
**CLOSING DATE: 02 FEBRUARY 2024.**

## **VACANCY**

**POST** : PROFESSIONAL NURSE SPECIALITY (ORTHOPEADIC)

**No Of Post** : 01

**REFERENCE No** : LRH 05/2024

**CENTRE** : Ladysmith Regional Hospital

**SALARY NOTCH** : GRADE 1: R431 265.00 – R497 193.00 PER ANNUM  
GRADE 2: R528 696.00 – R645 720.00 PER ANNUM

**OTHER BENEFITS** : 08% Rural Allowance, 13th Cheque, Medical Aid (Optional) and Housing Allowance (Employee must meet prescribed requirements)

**APPROPRIATE/RECOGNISABLE EXPERIENCE AFTER REGISTRATION IN THE SPECIALTY IS RECOGNISED TO DETERMINE THE SALARY ON APPOINTMENT. ONLY CERTIFICATE/S OF SERVICE FROM THE PREVIOUS EMPLOYER/S IN THE SPECIALTY IS RECOGNISED FOR THIS PURPOSE.**

### **MINIMUM REQUIREMENTS**

- 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.
- Current registration with SANC as professional nurse (2024)

### **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.
- **CURRENT AND PREVIOUS WORK EXPERIENCE ENDORSED BY HUMAN RESOURCE DEPARTMENT**

**NB: only shortlisted candidates will be required to submit certified document on or before the day of the interview following communication from HR.**

### **KNOWLEDGE, SKILLS, TRAINING AND COMPETANCES**

- Basic Computer literacy to enhance service delivery.
- Appropriate understanding of Nursing Scope of Practice and nursing standards as determined by the surgical component.
- Knowledge of health and public service legislation, regulations and policies.

VACANCIES IN LADYSMITH REGIONAL HOSPITAL closing date 02 FEBRUARY 2024.

- Excellent communication skills, human relations and ability to teach and train staff within a team.
- Effective communication with patients, supervisors and other health care professionals. Ability to work within 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**

- Coordination of optimal, holistic specialized nursing care provided within set standards.
- A 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 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.
- Effective utilization of resources

**ENQUIRIES: MRS. T.M. BUTHELEZI (DEPUTY MANAGER NURSING) 036-6372111**  
**CLOSING DATE: 02 FEBRUARY 2024.**

Original signed available on request

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**Dr M.E.PULE**  
**ACTING CHIEF EXECUTIVE OFFICER**  
**LADYSMITH REGIONAL HOSPITAL**  
**DATE: \_\_\_\_\_**