

## VACANCIES IN LADYSMITH REGIONAL HOSPITAL closing date 08 March 2024



**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

Tel: 036 637 2111 Fax: 036 631 0061 EMAIL: [Nkosinathi.siyaya@kznhealth.gov.za](mailto:Nkosinathi.siyaya@kznhealth.gov.za)

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

**Date: 2024.02.16**

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

#### CIRCULAR MINUTE: LH 04/2024

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>	:	Clinical Nurse Practitioner Grade 1&2 – Watersmeet Clinic
<b>No. OF POST</b>	:	01
<b>CENTRE</b>	:	Ladysmith Regional Hospital (Primary Health Care)
<b>REFERENCE No</b>	:	LRH 11/2024
<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
- One (1) Year Post Basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) accredited with SANC.
- 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.
- **CERTIFICATE OF SERVICE ENDORSED BY HUMAN RESOURCE DEPARTMENT.**

**NB:** only shortlisted candidates will be required to submit certified document on 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

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- Ensure the efficient and effective control of surgical sundries, pharmaceuticals, equipment and miscellaneous stores
- 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 PHC), TEL 036-637 2111, CLOSING DATE: 08 March 2024**

### VACANCY

<b>POST</b>	:	Clinical Nurse Practitioner Grade 1&2 – eZakheni Mobile Clinic
<b>No. OF POST</b>	:	01
<b>CENTRE</b>	:	Ladysmith Regional Hospital (Primary Health Care)
<b>REFERENCE No</b>	:	LRH 12/2024
<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
- One (1) Year Post Basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) accredited with SANC.
- 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.
- **CERTIFICATE OF SERVICE ENDORSED BY HUMAN RESOURCE DEPARTMENT.**

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

### RECOMMENDATION:

- Valid Driver's License

### 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
- 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 PHC), TEL 036-637 2111, CLOSING DATE: 08 March 2024**

## **VACANCY**

<b>POST</b>	:	Professional Nurse Grade 1&2 Speciality- Paediatric
<b>No. OF POSTS</b>	:	01
<b>CENTRE</b>	:	Ladysmith Regional Hospital
<b>REFERENCE No</b>	:	LRH 13/2024
<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**

- Grade 12 (Senior Certificate) or equivalent qualification.
- Diploma/Degree in General nursing and Midwifery.
- Current Registration with SANC (2024).
- A post-basic nursing qualification with a duration of at least 1 year accredited with SANC in child nursing or critical care Nursing Science

### **GRADE 1**

- : A minimum of 4/four years appropriate/recognizable experience after registration with SANC as a General Nurse Plus one year Post Basic Qualification in child nursing science or intensive / critical care Nursing Science or Neonatal Nursing science.

### **GRADE 2**

- A minimum of 14 years appropriate/recognizable experience after registration with SANC as a General Nurse. At least 10 years of the period mentioned above must be appropriate/ recognizable experience after obtaining one year Post Basic Qualification in child nursing science or intensive /critical care Nursing Science or Neonatal Nursing Science.

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

- Knowledge of nursing care process and procedures and other relevant legal framework.
- Labour relations and Grievance procedures
- Good communication and interpersonal skills

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- Ability to make independent decisions.
- Good interpersonal skills including public relations, conflict handling and counselling
- Expertise in clinical nursing practices
- Working as an independent practitioner in the ward environment
- Team building and supervisory skills
- In depth Knowledge of Acts, Policies, Procedures, Prescripts and Legislations.

**KEY PERFORMANCE AREAS**

- Provide optimal holistic specialised quality nursing care with set standards and relevant legal framework
- Implement neonatal / child Health care programmes.
- Develop and implement quality assurance policies and operational plans.
- Implement standards, practices, criteria and indicators for quality nursing care (quality practice)
- Ensures provision of optimal, holistic, specialized care in accordance with laws and regulations relevant to nursing and health care in the Unit.
- Provide a safe, therapeutic and hygienic environment for the patient,
- Maintain clinical, professional and ethical standards.
- Maintain a constructive working relationship with the multi-disciplinary team.
- Assist with the administration and management of the Unit
- Provide direct and indirect supervision
- Ensure effective and efficient management of resources and availability of essential equipment.
- Support the Mother Baby friendly initiative.
- Participate in nursing audits and maintain accurate records
- Train and supervise junior staff on neonatal programmes.

**ENQUIRIES: MRS. T.M. BUTHELEZI (DEPUTY MANAGER NURSING) 036-6372111**  
**CLOSING DATE: 08 March 2024**

### **VACANCY**

<b>POST</b>	:	Professional Nurse Grade1&2Speciality-Operating theatre & CSSD
<b>No. OF POSTS</b>	:	03
<b>CENTRE</b>	:	Ladysmith Regional Hospital
<b>REFERENCE No</b>	:	LRH 14/2024
<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.

#### **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
- 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



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- 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: 08 March 2024**

**VACANCY**

**(RE-ADVERTISED THOSE WHO PREVIOUSLY APPLIED ARE ENCOURAGED TO RE-APPLY)**

<b>POST</b>	:	Professional Nurse Speciality- Critical/Intensive care
<b>No. OF POSTS</b>	:	02
<b>CENTRE</b>	:	Ladysmith Regional Hospital
<b>REFERENCE No</b>	:	LRH 15/2024
<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**

- Grade 12 (Senior Certificate)
- Current Registration with SANC (2024).
- Degree/Diploma in General Nursing with Midwifery.
- A post-basic nursing qualification with a duration of at least 1 year accredited with SANC in Critical care Nursing Science.
- **Certificate of service endorsed by HR.**

**GRADE 1**

- A minimum of 4/four years appropriate/recognizable experience after registration with SANC as a General Nurse and Midwifery and after obtaining the one year Post Basic Qualification in Critical Care Nursing Science

**GRADE 2**

- A minimum of 14 years appropriate/recognizable experience after registration with SANC as a General Nurse and Midwifery. At least 10 years of the period mentioned above must be appropriate/ recognizable in Advanced Midwifery and Neonatal Nursing after obtaining the one year Post Basic Qualification in Critical care Nursing Science

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

**KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED**

- Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks.
- Good verbal and written communication and report writing skills.
- Decision making and problem solving skills.
- Conflict management and negotiation skills.
- Project Management skills.
- Good knowledge of Cardiac conditions.
- Basic computer skills.

**KEY PERFORMANCE AREAS**

- Provide comprehensive, quality nursing care to patients/clients in a Critical Care unit in a cost effective, efficient manner.
- Assist in planning, organising and monitoring of objectives of the specialised unit.
- Manage all resources within the unit effectively and efficiently to ensure optimum service delivery.
- Able to plan and organise 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 patient's needs, requirements and expectations (Batho Pele).
- Work as part of the multidisciplinary team to ensure good nursing care.
- Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required.
- Ensure compliance with all National, Provincial and Professional prescripts in order to render a safe patient service and improve client satisfaction.
- Participate in the analysis and formulation of nursing policy & procedures.).
- Assist in EPMDS evaluation of staff, within the unit and participate in the monitoring of training and development of staff.
- Participate in the analysis and formulation of nursing policies and procedures.
- Provide direct and indirect supervision of all staff within the unit and give guidance.
- Order appropriate level of consumables and monitor utilization.
- Ensure that all equipment in the unit is adequate and is checked and in working order.
- Provide for a safe, therapeutic and hygienic environment.
- Work effectively and amicably, at supervisory level, with persons of diverse intellectual, cultural, racial or religious differences.
- Demonstrate an understanding of Human Resource and Financial Management Policies and Procedures.
- Monitor and evaluate the care and management of all Patients and ensure the maintenance of accurate and complete patient records.

**ENQUIRIES: MRS. T.M. BUTHELEZI (DEPUTY MANAGER NURSING) 036-6372111**  
**CLOSING DATE: 08 March 2024**

## **VACANCY**

<b>POST</b>	:	Professional Nurse Speciality- Neonatal intensive Care Unit
<b>No. OF POST S</b>	:	01
<b>CENTRE</b>	:	Ladysmith Regional Hospital
<b>REFERENCE No</b>	:	LRH 16/2024
<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**

- Grade 12 (Senior Certificate) or equivalent qualification.
- Diploma/Degree in General Nursing and Midwifery.
- Current Registration with SANC (2024)
- A post-basic nursing qualification with a duration of at least 1 year accredited with SANC in Child Nursing Science/Intensive Critical Care/Neonatal Nursing Science or Advanced Midwifery.

#### **GRADE 1**

- A minimum of 4/four years appropriate/recognizable experience after registration with SANC as a General Nurse Plus one year Post Basic Qualification in Child Nursing Science or Intensive Critical Care or Neonatal Nursing Science or Advanced Midwifery.

#### **GRADE 2:**

- A minimum of 14 years appropriate/recognizable experience after registration with SANC as a General Nurse. At least 10 years of the period mentioned above must be appropriate/ recognizable experience after obtaining one year Post Basic Qualification in Child Nursing Science or Intensive Critical Care or Neonatal Nursing Science or Advanced Midwifery.
- **CERTIFICATE OF SERVICE 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 of nursing care process and procedures and other relevant legal framework.
- Labour relations and Grievance procedures
- Good communication and interpersonal skills

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- Ability to make independent decisions.
- Good interpersonal skills including public relations, conflict handling and counselling
- Expertise in clinical nursing practices
- Working as an independent practitioner in the ward environment
- Team building and supervisory skills
- In depth Knowledge of Acts, Policies, Procedures, Prescripts and Legislations.

**KEY PERFORMANCE AREAS.**

- Provide optimal holistic specialised quality nursing care with set standards and relevant legal framework
- Implement neonatal / child Health care programmes.
- Develop and implement quality assurance policies and operational plans.
- Implement standards, practices, criteria and indicators for quality nursing care (quality practice)
- Ensure provision of optimal, holistic, specialized care in accordance with laws and regulations relevant to nursing and health care in the Unit.
- Provide a safe, therapeutic and hygienic environment for the patient,
- Maintain clinical, professional and ethical standards.
- Maintain a constructive working relationship with the multi-disciplinary team.
- Assist with the administration and management of the Unit
- Provide direct and indirect supervision
- Ensure effective and efficient management of resources and availability of essential equipment.
- Support the Mother Baby friendly initiative.
- Participate in nursing audits and maintain accurate records
- Train and supervise junior staff on neonatal programmes.

**ENQUIRIES: MRS. T.M. BUTHELEZI (DEPUTY MANAGER NURSING) 036-6372111**  
**CLOSING DATE: 08 March 2024**

**Original signed available on request**

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