



## KWAZULU-NATAL PROVINCE

HEALTH  
REPUBLIC OF SOUTH AFRICA

### DIRECTORATE:

NEWCASTLE REGION HOSPITAL: (HRM)

Newcastle Regional Hospital Private bag x 6653, Newcastle, 2940  
No4 Hospital Street, Newcastle, 2940  
Tel: 034 328 0000 Fax: 034 328 0102 Email: Thembalami.Zwane@kznhealth.gov.za  
[www.kznhealth.gov.za](http://www.kznhealth.gov.za)

Date: 13 FEBRUARY 2024

### TO HEADS OF ALL INSTITUTIONS

#### VACANCIES IN THE DEPARTMENT OF HEALTH:

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

#### DIRECTIONS TO CANDIDATES

1. Only the following documents must be submitted:
  - (a) A detailed CV and a New (Z83) form, fully completed, initialed and signed, obtainable from any Public Service Departments, failing which your application will not be considered.
  - (b) Certified copies of ID, highest educational qualifications and other relevant documents will be requested for submission only from shortlisted candidates.
  - (c) Applications can now also be done online via S'THESHA WAYA-WAYA website [www.eservices.gov.za](http://www.eservices.gov.za)
2. The reference number must be indicated in the column provided on the Z83 form and at the back of the envelope, e.g. NE 01/2022

**NB: Failure to comply with the above instructions will disqualify the applicants.**

3. Applications are respectfully informed that, if no notification of Appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. Correspondence will be limited to shortlisted candidates only.
4. It is the applicant's responsibility to have a 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 application. Failure to comply will result in the application not being considered.
5. The appointment is subject to the positive outcomes obtained from the following checks: Security Clearance, Qualifications (SAQA), Citizenship and Previous Experience Verification.
6. All employees in the Public Service that are presently on the same salary level but on a notch/package above the minimum that of the advertised post are free to apply.
7. (This institution is an equal opportunity, affirmative action employer, whose aim is to promote representatively in all levels of the Department.) **People with disability should feel free to apply.**
8. **Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for interview.**

#### CLOSING DATE FOR ALL APPLICATIONS: 29<sup>TH</sup> FEBRUARY 2024

Applications should be posted to: The Recruitment Officer **OR** Hand deliver to: Recruitment & Selection Office  
Newcastle Regional Hospital No4 Hospital Street  
Private Bag x 6653 Newcastle Regional Hospital  
Newcastle Newcastle  
2940 2940

  
ACTING: CHIEF EXECUTIVE OFFICER  
DR. J.J.N. DUZE

**POST** : PROFESSIONAL NURSE GENERAL STREAM (GRADE 1-3)  
**EQUITY TARGET** : AFRICAN MALE  
**NO. OF POSTS** : 02  
**CENTRE** : NEWCASTLE REGIONAL HOSPITAL  
**REFERENCE** : NE 04/2024

**REMUNERATION:**

Professional Nurse Gen. Grade 1 :R293 670.00 – R337 860.00 per annum  
Professional Nurse Gen. Grade 2 :R358 626.00 – R409 275.00 per annum  
Professional Nurse Gen. Grade 3 :R431 265.00 – R521 172.00 per annum

**MINIMUM REQUIREMENTS POST:**

- Matric/ Senior Certificate PLUS
- Diploma/ degree in General Nursing
- Registration with the South African Council as a General Nurse and Midwifery
- **Proof of current SANC receipt (2024)**
- **Certificate of Service (Proof of Work Experience) from previous and current employer endorsed and stamped by HR must be attached.**

**EXPERIENCE:**

**Professional Nurse Grade 1:** R293 670.00 – R337 860.00 pa: **EXPERIENCE:** Registration with the South African Nursing Council as a Professional Nurse. Completion of Community service where applicable.

**Professional Nurse Grade 2:** R358 626.00 – R409 275.00 pa: **EXPERIENCE:** A minimum of 10 years appropriate / recognizable experience in nursing after registration as Professional Nurse with SANC in general nursing.

**Professional Nurse Grade 2:** R431 265.00 – R521 172.00 pa: **EXPERIENCE:** A minimum of 20 years appropriate / recognizable experience in nursing after registration as Professional Nurse with SANC in general nursing.

**KNOWLEDGE, SKILLS AND COMPETENCIES:**

- Knowledge and insight into nursing care processes and procedures, nursing statutes and relevant legal frameworks.
- Good verbal and written communication and report writing skills.
- Decision making and problem solving skills.
- Interpersonal skills in dealing with conflict management.
- Negotiation skills and counselling skills.

**KEY PERFORMANCE AREAS (KRAs):**

- To execute duties and functions with proficiency within the prescripts of applicable legislation
- Provision of quality patient care through setting of standards, policies and procedures
- To provide nursing care that leads to improved service delivery by upholding Batho Pele Principles and Patients' rights
- Maintain Clinical competency by ensuring that scientific principles of nursing are implemented
- Ensure and advocate for the provision and supervision of patients' needs
- Provide and manage all resources within the unit cost effectively and ensure optimum service delivery
- Participate in the analysis, formulation and monitoring of objectives, policies and procedures including quality improvement programmes
- Ensure the provision of safe and therapeutic environment for patients, staff and public through implementation of Infection Control and Prevention and control standards, Occupational; Health and Safety Acts and prevention of Medical/Legal Risks
- Create and complete an accurate patient records and registers
- Ensure the provision of accurate statistical information for data management
- Implementation of the National Core Standards
- Participate in the implementation of nursing plan clinical care
- Utilise resources efficiently and effectively

**ENQUIRIES: MRS. N.R. TSHABALALA – DEPUTY MANAGER NURSING**

**TEL: 034 328 0000**

**CLOSING DATE: 29<sup>th</sup> FEBRUARY 2024**