



Date: 15/01/2024

VACANCY IN THE DEPARTMENT OF HEALTH (OSINDISWENI DISTRICT HOSPITAL)

Vacancy Circular OSI 01/2024

The contents of this Circular Minute must be brought to the notice of all eligible employees on the establishment of all institutions. It must be ensured that all employees who meet the requirements of the post/s are made aware of this circular minute even if they are absent from their normal places of work.

DIRECTIONS TO CANDIDATES:

1. The following documents must be submitted:
 - (a) A detailed **New (Z83)** Employment Form for all application(s) which is obtainable at any Government Department or from the Website - www.kznhealth.gov.za
 - (b) A comprehensive CV (with detailed experience).
 - (c) Applicants are no longer required to submit any certified copies qualifications or other relevant documents on application, **ONLY** shortlisted candidates will be requested to submit certified copies of qualifications, proof of registration and other relevant documents to HR on or before the day of interview.
 - (d) Faxed and emailed applications will **NOT** be accepted.
2. The reference number must be indicated in the column provided on the form Z83 e.g. OSI 01/2024
3. It is the applicant's responsibility to have the 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.

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

4. Please note that due to large number of applications received, applications will not be acknowledged. If you are not contacted by us after two months after the closing date, please regard your application as being unsuccessful. However, every shortlisted applicant will be advised of the outcome of their application in due course.
5. People with disabilities should feel free to apply for these posts.
6. Please note that the selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening
7. The department reserves the right the not to fill the post(s)

NB: DUE TO FINANCIAL CONSTRAINTS, THERE WILL BE NO PAYMENT OF S & T TO CANDIDATES ATTENDING THE INTERVIEWS.

(THIS DEPARTMENT IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER, WHOSE AIM IS TO PROMOTE REPRESENTIVITY IN ALL LEVEL OF ALL OCCUPATION CATEGORIES IN THE DEPARTMENT)

ALL APPLICATIONS SHOULD BE FORWARDED TO:
THE CHIEF EXECUTIVE OFFICER
OSINDISWENI HOSPITAL
PRIVATE BAG X 15
VERULAM, 4320

OR HAND DELIVER APPLICATIONS
TO: HUMAN RESOURCES OFFICE
OSINDISWENI HOSPITAL
OAFORD ROAD
VERULAM, 4320



[Attention: ASSISTANT DIRECTOR: HRMS]

CLOSING DATE FOR APPLICATIONS: 02 February 2024

Original Signed by CEO

12/01/ 2024

MR JN SHABANE
CHIEF EXECUTIVE OFFICER

DATE



POST : CLINICAL PROGRAMME COORDINATOR (QUALITY ASSURANCE)

INSTITUTION : OSINDISWENI DISTRICT HOSPITAL

NO.OF POST/S : 01 (One)

REFERENCE : OSI QA 1/2024

SALARY NOTCH : R431 265.00 – R497 193.00 per annum

OTHER BENEFITS: 13th Cheque / service bonus, PLUS 8% Rural allowance, Home owners Allowance (Employee must meet prescribed requirements) Medical Aid (Optional)

MINIMUM REQUIREMENTS FOR THE POST

- Grade 12 certificate or equivalent
- Diploma / Degree in General nursing and midwifery or equivalent qualification that allows registration with SANC as a Professional Nurse.
- Registration Certificates from South African Nursing Council as Professional Nurse and Advance Midwifery and Neonatal Nursing Science.
- Proof of current registration with South African Nursing Council as a General Nurse, and Advanced Midwife (SANC Receipt for 2023).
- A minimum of 7 years appropriate or recognizable experience in Nursing after registration as a Professional Nurse with SANC in General Nursing.
- **Current and previous experience endorsed and stamped by Human Resource (Employment History).**
- **Applicants to submit certified copies/attachment/proof/certificates/ID/Driver's License/qualifications only when shortlisted.**

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED

- Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal frameworks such as , Nursing Act, Health Act, Occupational Health and Safety Act,
- Patient's rights charter, Batho-Pele Principles, Public service regulations, Labour Relations Act, Disciplinary Code and Procedure,
- Communication skills, report writing skills, computer literacy, facilitation skills, networking skills, problem solving skills, planning/ organizing and ability to function as part of the team.

KEY PERFORMANCE AREAS

- Manage programme of customer care in the hospital and clinics
- Promote infection, prevention and control guidelines that protect employees from occupational risk and hazards.
- To plan, monitor and evaluate all infectious prevention and control practices.
- To ensure that environment is infection free and cleanliness is maintained.
- To perform infection control and National Core Standards audits and waiting times and give feedback to all stakeholders
- Overall supervision of all infection and prevention activities within the hospital and clinics.
- Ensure that all protective material is available to prevent hospital acquired infection by employees.
- Conduct orientation to new personnel and also to give in-service education on infection prevention and control for all staff and patients.
- Monitor Covid-19 Statistics and report to the next level
- Conduct disease surveillance
- Monitor infection rate using relevant tools and generate report
- Conduct hand washing audits
- Assist departmental heads with projects
- Analyse health indicators
- Develop quality improvement plans
- Ensure that all notifiable conditions are identified and reported to all levels of care as required
- Ensure that the hand wash drives for both staff and community is done annually



- Implement all amicable solution to challenges encountered during audit and report to hospital management
- Organization and monitoring of set objectives provided within the norms and standards of nursing professional and nursing
- Ensure availability, functionality and servicing of all equipment in the unit
- Exercise control measures for resources in the units.

Enquiries: Mr J.N. Shabane (Chief Executive Officer)

Contact details: 032 541 9201

Closing Date: 02 February 2024



POST : CLINICAL NURSE PRACTITIONER (GATEWAY)

INSTITUTION : OSINDISWENI DISTRICT HOSPITAL

NO.OF POST/S : 01 (One)

REFERENCE : OSI CNPG 2/2024

SALARY NOTCH : GRADE 1: R431 265.00 – R 497 193.00 per annum

GRADE 2: R 528 696.00 – R 645 720.00 per annum

OTHER BENEFITS: 13th Cheque / service bonus, PLUS 8% Rural allowance, Home owners Allowance (Employee must meet prescribed requirements) Medical Aid (Optional)

MINIMUM REQUIREMENTS FOR THE POST

Grade 1:

- Grade 12 or Senior Certificate
- Diploma / Degree in General nursing and midwifery plus 1 year post basic qualification in Primary Health Care.
- A minimum of 4 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing.
- One year post basic Qualification in Primary Health Care.
- **Current and previous experience endorsed and stamped by Human Resource (Employment History).**
- **Applicants to submit certified copies/attachment/proof/certificates/ID/Driver's License/qualifications only when shortlisted.**

Grade 2:

- Grade 12 certificate or equivalent
- Diploma / Degree in General nursing and midwifery plus 1 year post basic qualification in Primary Health Care.
- One year post basic Qualification in Primary Health Care.
- A minimum of 14 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing of which 10 Years must be appropriate/recognizable experience after obtaining the one year post qualification in Primary Health Care.
- **Current and previous experience endorsed and stamped by Human Resource (Employment History).**
- **Applicants to submit certified copies/attachment/proof/certificates/ID/Driver's License/qualifications only when shortlisted.**

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED

- Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal frameworks such as , Nursing Act, Health Act, Occupational Health and Safety Act,
- Patient's rights charter, Batho-Pele Principles, Public service regulations, Labour Relations Act, Disciplinary Code and Procedure,
- Communication skills, report writing skills, computer literacy, facilitation skills, networking skills, problem solving skills, planning/ organizing and ability to function as part of the team.
- Computer skills in basic programs.

KEY PERFORMANCE AREAS:

- Delegate, supervise & coordinate the provision of effective and efficient patient care through adequate nursing care.
- Facilitate provision of comprehensive package of service of service at PHC level and implementation of quality improvement programs to comply with NHI. Ensure adequate control of human and material resources including vehicles.
- Supervise and monitor staff performance according to EPMDs.



- Evaluate and monitor compliance with clinical protocol, norms and standards within the clinic.
- Analyze, verify and interpret data, compile and submit reports timeously.
- Deal with the disciplinary and grievance matters including monitoring and managing absenteeism.
- Ensure the clinic attains, maintains and escalate to the highest Ideal Clinic status and complies with the National Core Standards.
- Assist, support and participate in clinical audits in the facility.
- Maintain constructive working relationship with all stake holders i.e. inter-professional, inter-sectoral and multi-disciplinary team.
- Actively participate in initiatives to decongest the facility i.e. CCMDD projects.
- Work outside normal working hours and weekends according to community needs.
- Assist in consultation of patients to reduce waiting times. Supervise outreach services, family health team, school health team, community care givers.
- Participate in / attend war rooms.

Closing date: 02 February 2024

Enquiries: Mrs LC Mtshali (Deputy Manager Nursing)

Contact details: 032 541 9202



POST : PROFESSIONAL NURSE SPECIALITY (ADVANCED MIDWIFERY)
REFERENCE : OSI ADM 3/2024
No. OF POSTS : (01 post)
INSTITUTION : OSINDISWENI DISTRICT HOSPITAL
SALARY NOTCH: GRADE 1: R431 265.00 – R497 193.00 and GRADE 2: R 528 696 –R645 720.00 per annum.
OTHER BENEFITS: 13th Cheque / service bonus, **PLUS 8%** Rural allowance, Home owners Allowance. (Employee must meet prescribed requirements) (Medical Aid (Optional)).

MINIMUM REQUIREMENTS:

Grade1:

- Senior Certificate / Grade 12 certificate or equivalent qualification.
- A Diploma or Degree in General Nursing and Midwifery.
- A Post basic Nursing Qualification with a duration of at least one year accredited with SANC in advanced midwifery.
- A Minimum of (4) years appropriate experience /recognizable experience in nursing after registration as a professional nurse with the SANC in General Nursing and of which at least ten (10) years of the period refers to above must be appropriate /recognizable experience after obtaining the 1 year post basic qualification in Advanced midwifery.
- Basic computer literacy as a support tool to enhance service delivery.

Grade 2:

- Senior Certificate /Grade 12 certificate or equivalent qualification.
- Diploma or Degree in General Nursing and Midwifery. A post basic Nursing qualification with a duration of at least one year accredited with SANC in Advanced Midwifery.
- A minimum of fourteen (14) years relevant appropriate/recognizable experience in nursing after registration as a professional nurse with SANC in General nursing of which at least ten (10) years of the period referred to above must be appropriate/recognizable after obtaining the 1 year post basic qualification in Advanced Midwifery.
- Current registration with SANC as a General Nurse, Midwifery and advanced midwifery.
- Basic computer literacy as a support tool to enhance service delivery. Current and previous experience endorsed and stamped by Human Resource (certificate of service). **NB: only shortlisted candidates will be required to submit certified documents on or before the day of the interview.**

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED:

- Knowledge of Public Service Act and Regulations. Knowledge of SANC rules and regulations.
- Good communication, leadership, interpersonal and problem solving skills.
- Knowledge of code of conduct, labour relations, conflict management and negotiation skills.
- Ability to function well within a team. Skills in organizing, planning and supervision.
- Knowledge of Batho Pele principles and patients right charter.
- An updated knowledge of the priority programmes and the management thereof.

KEY PERFORMANCE AREAS:

- Demonstrate effective communication with patients, supervisors, other health professionals and junior staff including complex report writing as required.
- Display a concern of patients, promoting advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele.
- Promote quality of nursing care as directed the professional scope of practice and standards as determined by the institution and other regulating bodies.
- Ensure implementation of legislated Norms & Standards, Ideal hospital and other departmental initiatives provincial priorities.
- Manage effectively the utilization and supervision of resources.
- Coordination of the provision of effective training and research.



- Provision of effective support to Nursing Services. Maintain professional growth/ethical standards and self-development.
- Co-ordinate clinical governance meetings related to the sub-component.
- Support PHC clinics in maintenance of quality care in SRH including obstetrics and gynecology services.
- Exercise control over discipline, grievance on all labour related issued. Ensure effective management.

Closing date: 02 February 2024

Enquiries: Mrs LC Mtshali (Deputy Manager Nursing)

Contact details: 032 541 9202



POST : PROFESSIONAL NURSE SPECIALITY (POPD)

REFERENCE : OSI POPD 4/2024

No. OF POSTS : (01 post)

INSTITUTION : OSINDISWENI DISTRICT HOSPITAL

**SALARY NOTCH: GRADE 1: R431 265.00 – R497 193.00 and
GRADE 2: R 528 696 – R645 720.00per annum.**

OTHER BENEFITS: 13th Cheque / service bonus, **PLUS 8%** Rural allowance, Home owners Allowance.
(Employee must meet prescribed requirements) (Medical Aid (Optional)).

MINIMUM REQUIREMENTS:

Grade1:

- Senior Certificate / Grade 12 certificate or equivalent qualification.
- A Diploma or Degree in General Nursing and Midwifery.
- 1 Year Post basic qualification in the speciality i.e. Child Nursing Science
- A Minimum of (4) years appropriate experience /recognizable experience in nursing after registration as a professional nurse with the SANC in General Nursing.
- Proof of current registration with SANC as a General Nurse, Midwifery (2023/2024 SANC receipt)
- Current and previous experience endorsed and stamped by Human Resource (certificate of service).
- **NB: only shortlisted candidates will be required to submit certified documents on or before the day of the interview**

Grade 2:

- Senior Certificate /Grade 12 certificate or equivalent qualification.
- Diploma or Degree in General Nursing and Midwifery.
- 1 Year post basic qualification in the speciality i.e. Child Nursing Science.
- A minimum of fourteen (14) years relevant appropriate/recognizable experience in nursing after registration as a professional nurse with SANC in General nursing of which at least ten (10) years of the period referred to above must be appropriate/recognizable after obtaining the 1 year post basic qualification in Child Nursing Science.
- Current registration with SANC as a General Nurse, Midwifery (2023/2024 SANC receipt).
- Current and previous experience endorsed and stamped by Human Resource (certificate of service). **NB: only shortlisted candidates will be required to submit certified documents on or before the day of the interview.**

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED:

- Knowledge of nursing care processes and procedures , nursing sttutes and other relevant frameworks
- Demonstrate ethical nursing practices, professionalism, responsiveness, pro-activeness, accuracy, flexibility, initiative, co-operation, supportive and assertive.
- Conflict management and negotiation skills
- Problem solving skills
- Ability to work in a team
- Computer literate
- Must be willing to work under pressure and shifts

KEY PERFORMANCE AREAS:

- Provision of optimal, holistically paediatric nursing care with set standards within a professional and legal framework.
- Assist in the implementation of Employee Performance and Management System (EPMDS) to monitor staff.
- Abide and comply with information management policies by ensuring that correct and accurate data is collected and submitted by Paediatric unit.



- Implementation of quality assurance, infection prevention control and National core standards in Paediatric unit.
- Work harmoniously with staff and patients to eliminate grievances (labor disputes) and patient complaints.
- Ensure effective utilization of resources.
- Ensure high quality nursing care within the unit.
- Implement integrated management of Childhood illness (IMCL) guidelines.
- Comply with management guidelines for Severe Acute Malnutrition (SAM) and Moderate Acute Malnutrition (MAM).
- Implement all activities pertaining to child health within the institution (IYCF, KINC)

Closing date: 02 February 2024

Enquiries: Mrs LC Mtshali (Deputy Manager Nursing)

Contact details: 032 541 9202



POST : DIETITIAN (GRADE 1&2)
INSTITUTION : OSINDISWENI DISTRICT HOSPITAL
NO.OF POST/S : 01 (One)
REFERENCE : OSI DIET 5/2024
SALARY NOTCH GRADE 1: R 359 622.00 – R 408 201.00 PER ANNUM
GRADE 2: R 420 015.00 – R477 771.00 PER ANNUM
OTHER BENEFITS : 13th cheque/service bonus, 12 % Rural allowance plus Home owners
allowances: Employee must meet prescribed requirements plus Medical Aid (Optional)

MINIMUM REQUIREMENTS

- Grade 12 certificate or equivalent.
- Diploma / Degree in Dietetics or equivalent qualification that allows registration with HPCSA as a Dietitian.

Grade 1: No experience after registrations with HPCSA as Dietitian.

Grade 2: A minimum of ten (10) years relevant experience after registration with HPCSA as Dietitian. Current and previous experience endorsed and stamped by Human Resource (certificate of service).

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

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCE REQUIRED:

- Good verbal and written communication skills.
- Good interpersonal skills.
- Knowledge of departmental administrative tasks.
- Knowledge of ethical code and scope of practice.
- Ability to problem-solving and apply analytical processes to patient care.
- Supervisory skills for junior staff and students.
- Performance management skills.

KEY PERFORMANCE AREAS:

- Execute all dietetics duties, function and responsibility to the best of an ability and within all applicable legislation.
- Manage and provide a high quality promotive and curative nutrition services according to patient needs.
- Give expert clinical advise and factual information of a professional nature on institutional services.
- Provide a consultative dietetics services to health professionals and patients.
- Monitor and evaluate the nutrition services to comply with the valid standards and indicators.
- Implement quality assurance programmes for overall effective services.
- Develop protocols to ensure that the diets comply with recommendations.
- Make recommendations with regards to policies/strategies for effective functioning of the dietetics unit.
- Act as a consultant in the patient curative and rehabilitation programmes.
- Give expert advise on nutrition content of food products to be purchased.
- Determine a policy relating to the development, provision and maintenance of comprehensive nutrition standards.
- Ensure an effective nutrition care yet up to standard nutrition service.
- Exercise control over food products to minimize wastage.
- Ensure effective nutrition care is delivered to patients within the hospital & out-patients.
- To be able to provide an after-hour service within the available resources whenever it's required to do so.
- Fulfil Monitoring & Evaluation duties of the section.

Closing Date: 02 February 2024

Enquiries: Mr JN Shabane (Chief Executive Officer)

Tel: 032 541 9201



POST: : **PROFESSIONAL NURSE GENERAL STREAM (CTOP)**
INSTITUTION: : **OSINDISWENI DISTRICT HOSPITAL**
NO.OF POST/S : **01 (One)**
REFERENCE : **OSI CTOP 6/2024**
SALARY NOTCH : **GRADE 1: R 293 670.00 – R 337 860.00 PER ANNUM**
OTHER BENEFITS : **13th cheque/service bonus, 8 % Rural allowance plus Home owners allowances: Employee must meet prescribed requirements plus Medical Aid (Optional)**

MINIMUM REQUIREMENTS

- Matric / Senior certificate
- Degree or Diploma in general nursing or equivalent qualification that allows registration with the South African Nursing Council as a registered nurse.
- Current registration with SANC 2023 receipt.
- Registration certificate with SANC as a General Nurse.
- **Proof of current and previous experience endorsed and stamped by Human Resource (Service Certificate) must be attached.**
- **Must Be employed within the department of health**

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCE REQUIRED:

- Knowledge of nursing care processes and procedure, nursing status and other relevant legal frameworks
- Knowledge and experience of public service policies and regulations.
- Sound management and negotiation skills. Knowledge of labour relations.
- Clinical competences.
- Good verbal and written communication and report writing skills.

KEY PERFORMANCE AREAS:

- To optimize access to CTOP services
- To offer CTOP services including counselling of women of child bearing age.
- To offer family planning services
- To do pap smears
- Provide quality comprehensive Primary Health Care by promoting preventative, curative and rehabilitative services for the clients and community.
- Administrative services such as providing accurate statistics for evaluation and future planning, identifying needs for financial planning and indirect control of expenditure as an integral part of planning and organization.
- Motivate staff regarding development in order to increase level of expertise and assist patients and families to develop a sense of self care.
- Always promoting scientific quality nursing care by functioning as a therapeutic team co-ordination between hospital and community.
- Conduct skills audit of the nursing personnel.
- Identify the nursing personnel training needs.
- Facilitate and provide the training to the in-patients and out-patients nursing personnel.
- Assist to capacitate nursing to develop appropriate nursing care plans as per individual patient's needs.
- Participate in health promotion and illness prevention initiatives.
- Create and maintain a complete and accurate nursing record for individual health care user.
- Utilize human, material promotion and illness prevention initiatives.
- Report and communicate on the continuity of care to the caregivers and members of the health team.
- Develop nursing care plan as per individual patients presenting complaint.
- Facilitate and assist the development of procedure manual for the wards.
- Administer treatment plan as per doctor's prescription as per prescribed guidelines.
- Implementation comprehensive nursing care plan to attain quality patient care.



KWAZULU-NATAL PROVINCE

HEALTH
REPUBLIC OF SOUTH AFRICA

Closing Date: 02 February 2024

Enquiries: Mrs L.C. Mtshali (Deputy Manager Nursing)

Contact details: 032 541 9202



POST : PROFESSIONAL NURSE GENERAL STREAM (MMC)
INSTITUTION : OSINDISWENI DISTRICT HOSPITAL
NO.OF POST/S : 01 (ONE)
REFERENCE : OSI MMC 7/2024
SALARY NOTCH : GRADE 1: R 293 670.00 – R 337 860.00 PER ANNUM
OTHER BENEFITS : 13th cheque/service bonus, 8 % Rural allowance plus Home owners allowances: Employee must meet prescribed requirements plus Medical Aid (Optional)

MINIMUM REQUIREMENTS

- Matric / Senior certificate
- Degree or Diploma in general nursing or equivalent qualification that allows registration with the South African Nursing Council as a registered nurse.
- Current registration with SANC 2023 receipt.
- Registration certificate with SANC as a General Nurse.
- **Proof of current and previous experience endorsed and stamped by Human Resource (Service Certificate) must be attached.**
- **Must Be employed within the department of health**

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCE REQUIRED:

- Knowledge of nursing care processes and procedure, nursing status and other relevant legal frameworks
- Knowledge and experience of public service policies and regulations.
- Sound management and negotiation skills. Knowledge of labour relations.
- Clinical competences.
- Good verbal and written communication and report writing skills.

KEY PERFORMANCE AREAS:

- Perform physical examination and reaction histories before making decision.
- Provide health promotion, counselling and education on MMC services in the community.
- Administer medications and other personalized interventions.
- Coordinate care in collaboration with different health care professionals
- Perform MMC procedure
- Provide quality comprehensive Primary Health Care by promoting preventative, curative and rehabilitative services for the clients and community.
- Administrative services such as providing accurate statistics for evaluation and future planning, identifying needs for financial planning and indirect control of expenditure as an integral part of planning and organization.
- Motivate staff regarding development in order to increase level of expertise and assist patients and families to develop a sense of self care.
- Always promoting scientific quality nursing care by functioning as a therapeutic team co-ordination between hospital and community.
- Conduct skills audit of the nursing personnel.
- Identify the nursing personnel training needs.
- Facilitate and provide the training to the in-patients and out-patients nursing personnel.
- Assist to capacitate nursing to develop appropriate nursing care plans as per individual patient's needs.
- Participate in health promotion and illness prevention initiatives.
- Create and maintain a complete and accurate nursing record for individual health care user.
- Utilize human, material promotion and illness prevention initiatives.
- Report and communicate on the continuity of care to the caregivers and members of the health team.
- Develop nursing care plan as per individual patients presenting complaint.
- Facilitate and assist the development of procedure manual for the wards.
- Administer treatment plan as per doctor's prescription as per prescribed guidelines.
- Implementation comprehensive nursing care plan to attain quality patient care.



KWAZULU-NATAL PROVINCE

HEALTH
REPUBLIC OF SOUTH AFRICA

Closing Date: 02 February 2024

Enquiries: Mrs L.C. Mtshali (Deputy Manager Nursing)

Contact details: 032 541 9202



POST : PROFESSIONAL NURSE GENERAL WITH MIDWIFERY
INSTITUTION : OSINDISWENI DISTRICT HOSPITAL
NO.OF POST/S : 01 (One)
REFERENCE : OSI PN 8/2024
SALARY NOTCH : GRADE 1: R 293 670.00 – R 337 860.00 PER ANNUM
GRADE 2: R 358 626.00 – R337 860.00 PER ANNUM
GRADE 3: R 431 265.00 – R 543 969.00 PER ANNUM
OTHER BENEFITS : 13th cheque/service bonus, 8 % Rural allowance plus Home owners allowances: Employee must meet prescribed requirements plus Medical Aid (Optional)

MINIMUM REQUIREMENTS

- Matric / Senior certificate
- Degree or Diploma in general nursing or equivalent qualification that allows registration with the South African Nursing Council as a registered nurse.
- Current registration with SANC 2023 receipt.
- Registration certificate with SANC as a General Nurse.
- **Proof of current and previous experience endorsed and stamped by Human Resource (Service Certificate) must be attached.**

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCE REQUIRED:

- Knowledge of nursing care processes and procedures
- Nursing Act
- Problem solving and decision making
- Report writing skills
- Health promotion and team building
- Good communication skills, public speaking, listening and summarizing
- Good interpersonal skills

KEY PERFORMANCE AREAS:

- Work as Multidisciplinary team to ensure good nursing care by the Nursing team.
- Provision of optimal, holistic specialised nursing care with set standards and within a Professional/legal framework.
- Must be able to handle obstetric and paediatric emergencies and high risk conditions.
- To execute duties and functions with proficiency within prescript of applicable legislation.
- Provide a safe, therapeutic environment as laid down by the Nursing Act
- Participate in quality improvement programs and clinical audits
- Maintain accurate and complete records according to legal requirement
- Manage and supervise effective utilization of all resources e.g. Human, Financial and Material etc.
- Implementation and management of infection control and prevention protocols.
- Ensure the implementation of saving mothers, saving babies recommendation.
- Provision of support of Nursing Services.
- Maintain Professional growth/ethical standards and self- development
- Participate in the analysis, formulation and implementation of policies, practices and procedures.
- Ensure that a Healthy and Safety environment is maintained.
- Monitor and control the quality of patient care.
- Perform quality improvement audits and surveys.
- Provide advice on various aspects of quality care to the institution

Closing Date: 02 February 2024

Enquiries: Mrs L.C. Mtshali (Deputy Manager Nursing) Tel: 032 541 9202