VACANCY AT ESHOWE HOSPITAL

The content of this circular must be brought to the attention of all eligible officers and the employees on your establishment without delay. Institutions must notify all candidates even if they are absent from their normal places of work.

DIRECTION TO CANDIDATES

1. The following documents must be submitted:-
   2. Application for Employment Form (Form Z83), which is obtainable at any Government Department or from the website – www.kznhealth.gov.za.
   3. Curriculum Vitæ, certified copies of highest qualifications, professional registration certificates and Identity document – not copies of certified copies.
   4. The reference number must be indicated in the column provided on the form Z83

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

5. This Department is an equal opportunity, affirmative action and people with disability employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. **Persons with disabilities should feel free to apply for the post.**

6. Due to the large number of applications we envisage to receive, applications will not be acknowledged. If you have not heard from us within 60 days after the closing date, kindly consider your application as having been unsuccessful.

7. Candidates are encouraged not to send their applications through registered mail, as the Department will not take responsibility for non-collection of those applications.

8. N.B. Fax, email, incomplete and late applications will not be considered. It is the responsibility of the candidates to ensure that their applications reach the Department timeously. Applications may be posted or hand-delivered only.

9. The appointment is subject to positive outcome obtained from the NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience verifications)

10. Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non RSA Citizens/Permanent Resident/Work Permit holders must submit a documentary proof together with their applications.

Applications to be forwarded to: - Human Resource Department
Eshowe Hospital Private Bag X 504 Eshowe, 3815
Attention: HR Manager

**CLOSING DATE FOR ALL APPLICATIONS:** 25 October 2019

(Original signed by hospital manager)

**CHIEF EXECUTIVE OFFICER**

*NB: Due to financial constraints S &T claims will not be considered*
POST : PROFESSIONAL NURSE SPECIALITY – ORTHOPAEDIC
OUT PATIENT DEPARTMENT

CENTRE : ESHOWE DISTRICT HOSPITAL

REF NO : PN SPEC ORTHO 8/2019

SALARY & EXPERIENCE

- PROFESSIONAL NURSE GRADE 1 (SPECIALITY NURSING):
  R383 226.00-R444 276.00
  Experience: Minimum of 4 years appropriate/recognizable experience in nursing after
  registration as a professional nurse with South African Nursing Council, in General Nursing
  and Medical & Surgical Nursing Science-Orthopaedic Nursing.

- PROFESSIONAL NURSE GRADE 2(SPECIALITY NURSING):
  R471 333.00-R579 696.00
  Experience: Minimum of 14 years appropriate/recognizable experience in nursing after
  registration as a professional nurse with South African Nursing Council, in General Nursing
  and Medical & Surgical Nursing Science-Orthopaedic Nursing

  At least 10 years of the period referred to above must be appropriate/recognizable
  experience in the specific speciality after obtaining the 1-year post basic qualification in
  Medical & Surgical Nursing Science-Orthopaedic Nursing.

OTHER BENEFITS:  13TH CHEQUE, MEDICAL AID (OPTIONAL)/ RURAL ALLOWANCE
/HOUSING ALLOWANCE: EMPLOYEE MUST MEET THE PRESCRIBED
REQUIREMENTS

APPOINTMENT REQUIREMENTS

- Senior certificate (Grade 12)
- Degree/Diploma in General Nursing and Medical & Surgical Nursing Science-Orthopaedic
  Nursing).
- Registration with South African Nursing Council as a General Nurse.
- Diploma in Medical & Surgical Nursing Science-Orthopaedic Nursing, with duration of at
  least 1 year, accredited with the South African Nursing Council
- NB: Certificate of service from previous employers is compulsory, please include
  verification of employment from current employer, which must be endorsed and signed by
  Human Resource Management

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED

- Knowledge of public services acts, regulations and policies
- 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 client/patients, supervisors and other clinicians,
  including report writing when required.
- Work as part of a 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

• KINDLY RETURN ALL DOCUMENTATION WHEN REPLYING
• Display a concern for patients, promoting and advocating
• Knowledge and experience in implementation of Batho Pele principles, patients right charter and code of conduct
• Knowledge on SANC rules and regulations
• Proper treatment and care including awareness and willingness to respond to patient’s needs, requirements and expectations (Batho Pele)

KEY PERFORMANCE AREAS

• Oversee and co-ordinate the integration of Orthopaedic services in the Out Patient Departments
• Manage people suffering from musculoskeletal malfunctions and diseases.
• Work as a team leader and oversee Out Patient Department in the absence of the Operational Manager or when the need arises.
• Implement a comprehensive nursing care plan/program for the promotion of health, self-care treatment and rehabilitation of patients.
• Implement standards, practices, criteria and indicators for quality nursing (quality of practice)
• Create and maintain a complete and accurate nursing record for individual health care users
• Audit clinical records by analyzing data
• Participate in health promotion and illness prevention initiatives
• Maintain a plan to improve the quality of nursing and health care
• Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care
• Maintain a constructive working relationship with nursing and other stakeholders
• Utilize human, material and physical resources efficiently and effectively
• To assist in Employee Performance Management Developments System (EPMDS) of staff and implement Employee Assistance Program

ENQUIRIES: NURSING MANAGER - DR FN Dube- Mathonsi (035) 473 4500

CLOSING DATE: 18 OCTOBER 2019