



DIRECTORATE:

ESHOWE HOSPITAL

HUMAN RESOURCE MANAGEMENT SERVICES

Postal Address : Private Bag 504 , Eshowe . 3815

Physical Address 40 Kangella Street Eshowe , 3815

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Reference: HRM 7/1/2
Enquiries: Mrs V Bodasing
20 September 2024

VACANCIES IN THE DEPARTMENT OF HEALTH: ESHOWE DISTRICT HOSPITAL

VACANCY CIRCULAR NO: ESH 03/2024

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

The following documents must be submitted:-

1. Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable from any Public Service Department or from the website www.kznhealth.gov.za.
2. In terms of HRM Circular No 22/2022 and DPSA circular 19/2022, only a detailed Curriculum Vitae and a fully completed Z83 form must be submitted. Reference No must be indicated in the column provided on the application form Z83
3. The certified copies of qualifications and other relevant documents will be requested for submission from shortlisted candidates. NB. Failure to comply with the above instructions will disqualify applicants.
4. This Department is an equal opportunity, affirmative action 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.**
5. 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.
6. Candidates are encouraged not to send their applications through registered mail, as the Department will not take responsibility for non-collection of those applications.
7. N.B. Fax, 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, hand-delivered or Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs. Applicants can submit their Z83 and CV directly to the following email address. EshoweHospital.HRJobApplication@kznhealth.gov.za. Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs
8. 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)
9. 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: 10 OCTOBER 2024

(Original signed by the Chief Executive Officer)

ACTING CHIEF EXECUTIVE OFFICER

NB: Due to financial constraints S & T claims will not be considered



JOB TITLE : OPERATIONAL MANAGER NURSING – SPECIALITY UNIT

COMPONENT: (ANTENATAL/POST NATAL)

INSTITUTION : ESHOWE DISTRICT HOSPITAL

REF NO: OPM SPEC ANTE 6/2024

REMUNERATION: R656 964.00 PA

OTHER BENEFITS: MEDICAL AID (OPTIONAL) HOUSING ALLOWANCE: EMPLOYEE

MUST MEET PRESCRIBED REQUIREMENTS/RURAL ALLOWANCE/13TH CHEQUE

REQUIREMENTS

- Basic R425 Qualification-Diploma/degree in nursing or equivalent
- Current registration with South African Nursing Council as a Professional Nurse and Midwifery
- A minimum of 9 years appropriate/recognizable nursing experience after registration as a Professional Nurse with the South African Nursing Council in General Nursing and Midwifery
- At least 5 years of the period referred to above must be appropriate/recognizable experience in Obstetrics & Gynaecology nursing, after obtaining the 1 year post-basic qualification in Advanced Midwifery and Neonatal Nursing Care.
- NB: Certificate of service from previous employers, verification of employment from current employer, which must be endorsed and signed by Human Resource Management, will only be requested for submission from shortlisted candidates.

KNOWLEDGE, SKILLS AND COMPETENCIES

- Knowledge of nursing care policies and procedures, nursing statutory regulation and guidelines, and other relevant legal frameworks i.e. Nursing Act, Occupational Health & Safety Act, Patients' Rights Charter, Batho pele principles, Public Service Regulations, Grievance Procedures etc
- Leadership, organizational, decision making and problem solving abilities
- Interpersonal skills including public relations, negotiating, conflict handling and counselling skills
- Financial and budgetary knowledge pertaining to the relevant resources under management
- Computer skills

KEY PERFORMANCE AREAS

- To exercise overall supervision on the departments, identify needs and formulate health care programs and oversee implementation thereof
- Ensure implementation and maintenance of clinical competencies and to ensure that scientific principles of nursing processes are maintained
- Work hand in hand with members of the multidisciplinary Health team in the formulation of policies related to the area of responsibility
- Advocate and ensure the promotion of nursing ethos and professionalism
- Contribute to the development of clinical management guidelines and protocols for management of patients and to ensure that these support and acceptable level of care within reasonable resources
- Provide leadership in the implementation of the Ideal hospital realization
- Ensure proper use and control of all resources, ensuring that operations remain within budget
- Monitor and evaluate staff performance in terms of Employee Performance Management Development System (EPMDS)
- Ensure the effective management of complaints
- Deal with disciplinary and grievance matters including monitoring and managing Absenteeism.
- Actively participate in reduction of maternal morbidity and mortality
- Monitor and improve outcomes of various programs such as BANC, PMTCT, etc



- Implement modalities to improve foetal-maternal monitoring in the ante-natal phase

ENQUIRIES: NURSING MANAGER: MR MT DUBE 035-4734500

CLOSING DATE: 10 OCTOBER 2024

JOB TITLE : CLINICAL NURSE PRACTITIONER

COMPONENT : PRIMARY HEALTH CARE CLINICS

INSTITUTION : ESHOWE DISTRICT HOSPITAL

REMUNERATION: GRADE 1: R451 533.00-R530 376.00PA

GRADE 2: R553 545.00-R686 211.00 PA

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

JOB TITLE	COMPONENT	REF NO
CLINICAL NURSE PRACTITIONER	KING DINUZULU CLINIC	CNP KDC 7/2024
CLINICAL NURSE PRACTITIONER	GATEWAY CLINIC	CNP GW 8/2024
CLINICAL NURSE PRACTITIONER	NKWALINI CLINIC	CNP NKW 9/2024

MINIMUM REQUIREMENTS OF THE POST

CLINICAL NURSE PRACTITIONER GRADE 1:

- Grade12/ Standard10
- Basic R425 qualification i.e. Degree/Diploma in General Nursing
- Minimum of four years appropriate/recognizable nursing experience after registration as Professional Nurse with SANC registration
- Post Basic qualification with duration of one year in Clinical Nursing Science Health Assessment, Treatment and Care
- Current registration with South African Nursing Council as a Professional Nurse
- Current registration with South African Nursing Council as a Professional Nurse
- NB: Certificate of service from previous employers, verification of employment from current employer, which must be endorsed and signed by Human Resource Management, will only be requested for submission from shortlisted candidates.

CLINICAL NURSE PRACTITIONER GRADE 2:

- Grade 12/Standard 10
- Basic R425 qualification i.e. Degree/Diploma in General Nursing
- Current registration with South African Nursing Council as a Professional Nurse
- Post Basic qualification with duration of one year in Clinical Nursing Science Health Assessment, Treatment and Care
- (minimum of 14 years appropriate/recognizable experience in nursing after registration as a professional nurse with South African Nursing Council, in General Nursing)
- At least (10) years of the period referred above must be appropriate/recognizable experience after obtaining the one year post basic qualification in Primary Health Care.
- Post Basic qualification with duration of at least 1 year in Curative Skills in Primary Health Care accredited with the South African Nursing Council.

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED

- Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal frameworks e.g. Nursing Act, Health Act, Occupational Health and Safety Act, Batho Pele
- Interpersonal skills, negotiating conflict handling and counseling skills.



- Demonstrate an understanding of nursing legislation and related legal and ethical nursing practices within a Primary Health Care environment.
- Demonstrate a basic understanding of HR and financial policies and practices

KEY PERFORMANCE AREAS

- Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined for a Primary Health Care facility.
- Promote quality of nursing care as directed by the professional scope of practice and standards as determined for a Primary Health Care facility.
- Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required.
- Work as part of the multidisciplinary team to ensure good nursing care at primary health care level.
- 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)

ENQUIRIES: NURSING MANAGER: MR MT DUBE 035-4734500

CLOSING DATE: 10 OCTOBER 2024

JOB TITLE: PROFESSIONAL NURSE SPECIALITY
COMPONENT: NURSING- PAEDIATRICS
INSTITUTION: ESHOWE DISTRICT HOSPITAL
REFERENCE NO: PN SPEC PAEDS 10/2024
REMUNERATION: GRADE 1: R451 533.00-R530 376.00PA
GRADE 2: R553 545.00-R686 211.00 PA

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

MINIMUM REQUIRMENTS OF THE POST

PROFESSIONAL NURSE GRADE 1 (SPECIALITY NURSING):

- Senior certificate (Grade 12)
- Degree/ Diploma in General Nursing with midwifery
- Current registration with South African Nursing Council as a General Nurse.
- A post basic qualification in Child Nursing Science, with duration of at least 1 year, accredited with the South African Nursing Council
- Minimum of 4 years appropriate/recognizable experience in nursing after registration as a professional nurse with South African Nursing Council, in General Nursing

PROFESSIONAL NURSE GRADE 2(SPECIALITY NURSING):

- Senior certificate (Grade 12)
- Degree/ Diploma in General Nursing with midwifery
- Current registration with South African Nursing Council as a General Nurse.
- A post basic qualification in Child Nursing Science, with duration of at least 1 year, accredited with the South African Nursing Council
- Minimum of 14 years appropriate/recognizable experience in nursing after registration as a professional nurse with South African Nursing Council, in General 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 Child Nursing Science.

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED

- Knowledge and insight into nursing processes and procedures. Demonstrate an understanding of nursing legislation and related legal and ethical nursing practices
- Appropriate understanding on nursing scope of practise and nursing standards as determined by Child Nursing Health Care Act.
- Demonstrate effective communication with client/patients, supervisors and other clinicians, including report writing when required.
- Able to plan and organize own work and that of support personnel to ensure proper nursing care
- Knowledge and experience in implementation of Batho Pele principles, patients right charter and code of conduct

KEY PERFORMANCE AREAS

- Implement Child Health Care Programmes
- Coordination of optimal, holistic specialised nursing care provided within set standards a professional/Legal framework.
- Perform multi-skilled and complex nursing care duties requiring frequent interpretation of information.
- Manage effectively and efficiently the utilization and supervision of all resources.
- Support the Mother Baby Friendly Initiative.
- Establish and maintain constructive working relationships with nursing and other stakeholders.
- Establish and maintain adherence to clinical governance pillars and processes.
- Display a concern for patients, promoting, advocating and facilitating proper treatment and care ensuring that the unit adheres to the principles of Batho Pele.
- Maintain professional growth/ethical standards and self-development.
- Compile daily, monthly and quarterly report.

ENQUIRIES: NURSING MANAGER - MR MT DUBE (035) 473 4500

CLOSING DATE: 10 OCTOBER 2024

JOB TITLE : PROFESSIONAL NURSE SPECIALITY 1 POST
COMPONENT : NURSING-MATERNITY (obstetrics and Gynea)
INSTITUTION : ESHOWE DISTRICT HOSPITAL
REF NO : PN SPEC MAT 11/2024
REMUNERATION GRADE 1: R451 533.00-R530 376.00PA
GRADE 2: R553 545.00-R686 211.00 PA

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

MINIMUM REQUIRMENTS OF THE POST

PROFESSIONAL NURSE GRADE 1 (SPECIALITY NURSING):

- Senior certificate (Grade 12)
- Degree/ Diploma in General nurse with midwifery
- Current registration with South African Nursing Council as a General Nurse.
- A post basic qualification in Advanced Midwifery and Neonatal Science, with duration of at least 1 year, accredited with the South African Nursing Council



- Minimum of 4 years appropriate/recognizable experience in nursing after registration as a professional nurse with South African Nursing Council, in Advanced Midwifery and Neonatal Nursing Science

PROFESSIONAL NURSE GRADE 2(SPECIALITY NURSING):

- Senior certificate (Grade 12)
- Current registration with South African Nursing Council as a General Nurse.
- A post basic qualification in Advanced Midwifery and Neonatal Science, with duration of at least 1 year, accredited with the South African Nursing Council
- Minimum of 14 years appropriate/recognizable experience in nursing after registration as a professional nurse with South African Nursing Council, in Advanced Midwifery and Neonatal Nursing Science
- 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 Advanced Midwifery and Neonatal Nursing Science.
- 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.
- Able to plan and organize own work and that of support personnel to ensure proper nursing care
- Knowledge and experience in implementation of Batho Pele principles, patients right charter and code of conduct

KEY PERFORMANCE AREAS

- Coordination of optical, holistic specialized nursing care provided within set standards and Professional/ legal framework.
- Perform multi-skilled and complex nursing care duties requiring frequent interpretation of information.
- Manage effectively and efficiently the utilization and supervision of all resources.
- Participate in the analysis, formulation, and implementation of policies, practices and procedures.
- Establish and maintain constructive working relationships with nursing and other stakeholders.
- Monitor and control the quality of patient care.
- Maintain accreditation standard by knowledge of policies and procedures, implementation of all programmes, BANC, PMTCT, BFHI etc.
- Compile monthly and quarterly report.
- Establish and maintain adherence to clinical governance pillars and processes.
- Display a concern for patients, promoting, advocating and facilitating proper treatment and care ensuring that the unit adheres to the principles of Batho Pele.
- Advocate and ensure and promotion of nursing ethos and professionalism.
- Participate in health promotion and illness prevention initiatives



- To assist in Employee Performance Management Developments System (EPMDS) of staff and implement Employee Assistance Program

ENQUIRIES: NURSING MANAGER - MR MT DUBE (035) 473 4500

CLOSING DATE: 10 OCTOBER 2024

JOB TITLE : PROFESSIONAL NURSE SPECIALITY (MATERNITY)
COMPONENT : KING DINUZULU CLINIC
INSTITUTION : ESHOWE DISTRICT HOSPITAL
REF NO : PN SPEC KDC 36/2023
REMUNERATION GRADE 1: R451 533.00-R530 376.00PA
GRADE 2: R553 545.00-R686 211.00 PA
OTHER BENEFITS: 13TH CHEQUE, MEDICAL AID (OPTIONAL)/ RURAL ALLOWANCE
/HOUSING ALLOWANCE: EMPLOYEE MUST MEET THE PRESCRIBED REQUIREMENTS

MINIMUM REQUIRMENTS OF THE POST

PROFESSIONAL NURSE GRADE 1 (SPECIALITY NURSING)

- Senior certificate (Grade 12)
- Degree/ Diploma in General nurse with midwifery
- Current registration with South African Nursing Council as a General Nurse.
- A post basic qualification in Advanced Midwifery and Neonatal Science, with duration of at least 1 year, accredited with the South African Nursing Council
- Minimum of 4 years appropriate/recognizable experience in nursing after registration as a professional nurse with South African Nursing Council, in Advanced Midwifery and Neonatal Nursing Science

PROFESSIONAL NURSE GRADE 2(SPECIALITY NURSING)

- Senior certificate (Grade 12)
- Current registration with South African Nursing Council as a General Nurse.
- A post basic qualification in Advanced Midwifery and Neonatal Science, with duration of at least 1 year, accredited with the South African Nursing Council
- Minimum of 14 years appropriate/recognizable experience in nursing after registration as a professional nurse with South African Nursing Council, in Advanced Midwifery and Neonatal Nursing Science
- 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 Advanced Midwifery and Neonatal Nursing Science.

NB: Certificate of service from previous employers, verification of employment from current employer, which must be endorsed and signed by Human Resource Management, will only be requested for submission from shortlisted candidates.

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.
- Able to plan and organize own work and that of support personnel to ensure proper nursing care



- Knowledge and experience in implementation of Batho Pele principles, patients right charter and code of conduct

KEY PERFORMANCE AREAS

- Coordination of optical, holistic specialized nursing care provided within set standards and Professional/ legal framework.
- Perform multi-skilled and complex nursing care duties requiring frequent interpretation of information.
- Manage effectively and efficiently the utilization and supervision of all resources.
- Participate in the analysis, formulation, and implementation of policies, practices and procedures.
- Establish and maintain constructive working relationships with nursing and other stakeholders.
- Monitor and control the quality of patient care.
- Maintain accreditation standard by knowledge of policies and procedures, implementation of all programmes, BANC, PMTCT, BFHI etc.
- Compile monthly and quarterly report.
- Establish and maintain adherence to clinical governance pillars and processes.
- Display a concern for patients, promoting, advocating and facilitating proper treatment and care ensuring that the unit adheres to the principles of Batho Pele.
- Advocate and ensure and promotion of nursing ethos and professionalism.
- Participate in health promotion and illness prevention initiatives
- To assist in Employee Performance Management Developments System (EPMDS) of staff and implement Employee Assistance Program

ENQUIRIES: NURSING MANAGER - MR MT DUBE (035) 473 4500

CLOSING DATE: 10 OCTOBER 2024