



**Enquiries: Mrs. GZ Sokhela
Circular: HGRH 18/2024
Date: 18 October 2024**

**TO: HEADS OF ALL DEPARTMENTS
VACANCIES IN HARRY GWALA REGIONAL HOSPITAL
CIRCULAR MINUTE: HGRH 18/2024**

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. The following documents must be submitted:-
 - Application for Employment Form (Form Z.83), which is obtainable at any Government Department **OR** from the website - www.kznhealth.gov.za.
 - **Comprehensive CV (with detailed experience) with full record of service, stating duties Performed/performing and years of experience written in full e.g. 01/01/2024.**
 - Copies of Qualifications, Registration Certificates and updated certificate of service must not be submitted when applying for employment. Only shortlisted candidates will be requested to bring certified copies on or before the day of the interview.
2. The Reference Number must be indicated in the column provided on the form Z.83.
NB: Failure to comply with the above instructions will disqualify applicants.
3. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC).
4. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications)
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. Harry Gwala Regional Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution
7. **All appointments will be made in accordance with the Employment Equity targets of the Hospital. People with disabilities are encouraged to apply**
8. **Please note that due to financial constraints no S&T payments will be considered for payment to candidates that are invited for interview.**

9. ALL APPLICATIONS SHOULD BE FORWARDED TO:

CHIEF EXECUTIVE OFFICER
HARRY GWALA REGIONAL HOSPITAL
PRIVATE BAG X 509
PLESSISLAER
3216

OR

HAND DELIVERED TO THE BOX BY THE MAIN GATE BEHIND SECURITY OFFICE
MARKED FOR THE ATTENTION OF: MR. T.C. MANYONI

OR

Applicants can send their Z83s and CVs using the following email address: HGRH.Recruitment@kznhealth.gov.za

N.B: NO REGISTERED MAIL AND FAXED APPLICATIONS WILL BE CONSIDERED

CLOSING DATE FOR APPLICATIONS: 08 NOVEMBER 2024

Original signed and dated by the Chief Executive Officer (copy available on request)

**MRS. N.T. NXABA
CHIEF EXECUTIVE OFFICER
HARRY GWALA REGIONAL HOSPITAL**

DATE: 18/10/2024

ADVERT

JOB TITLE	:	OPERATIONAL MANAGER NURSING (PRIMARY HEALTH CARE)
COMPONENT	:	NURSING – VULINDLELA & IMPENDLE SUB DISTRICTS)
NO OF POSTS	:	01
INSTITUTION	:	HARRY GWALA REGIONAL HOSPITAL
SALARY	:	R 656 964.00 – R 748 683.00 Per Annum
REFERENCE	:	PHC 23/2024
OTHER BENEFITS	:	13th CHEQUE, PLUS 8% INHOSPITABLE AREA ALLOWANCE MEDICAL AID (OPTIONAL), HOUSING ALLOWANCE (Employee must meet prescribed requirements)

REQUIREMENTS FOR THE POST

- Senior Certificate /Grade 12
- Diploma/Degree in General Nursing and Midwifery (obtainable from University/ College)
- Registration certificate with SANC as a General Nurse and Midwife
- Post Basic Qualification in Primary Health Care registered with SANC as general Nurse and Primary Health Care Nurse
- Current SANC registration (2024 Receipt)
- A minimum of 9 years recognizable nursing experience after registration as professional nurse with SANC in General Nursing of which 5 Years must be recognizable experience after obtaining one year post basic qualification in primary Health Care.
- Computer literacy with a proficiency in MS Office Software applications
- Code B drivers licence un endorsed
- **Proof of previous and current work experience endorsed and stamped by HR**

KNOWLEDGE, SKILLS TRAINING AND COMPETENCIES REQUIRED

- Financial Management
- Leadership, organizational, decision making and problem solving
- Knowledge of public service policies and other Health Related prescripts
- Sound knowledge of code of conduct
- Good interpersonal skills.
- Human resources Management and Labour Relations Act

KEY PERFORMANCE AREAS

- Manage, facilitate and supervise provision of comprehensive core package of Service at PHC level including priority programs and quality improvement programs, in conjunction with professional and legal framework.
- Provide quality Comprehensive Primary Health Care in Sub-District facilities through regular support visits to Clinics and Outreach Program.
- Supervise the implementation of Integrated Multi Stakeholder Health Promotion and Well-being Strategy through maintenance of inter-sectoral collaboration with other government structures of Operation Sukuma Sakhe.
- Assist and facilitate development of the Operational plan, monitor the implementation and submit progress reports.

- Facilitate clinical audits in the PHC and ensure implementation of quality improvement plans supported by strong work ethics.
- Display a concern for patients, promoting and advocating proper treatment and care including willingness to respond to client's needs, requirements and work as part of a multi- disciplinary team to ensure good nursing care that is cost effective, equitable and efficient.
- Ensure effective allocation, utilization and monitoring of resources in line with cost containment plan.
- Manage and co-ordinate smooth running and integration of the HAST program with facilities.
- Ensure implementation, monitoring and evaluation of EPMDS in the operational area.
- Manage and support education, in-service training, and practice development initiatives in the facilities, professional growth, ethical standards and participation in training and research.
- Deal with disciplinary and grievance matters including monitoring and managing absenteeism.
- Implement consequence management for non-compliance.
- Ensure Batho Pele principles, National Core standards are and Ideal Clinic priorities are implemented.
- Monitor Clinic performances through capturing of Complaints, Compliments, Suggestions, PSI's, PEC, Waiting times etc.
- Provide safe and therapeutic environment that allows for practice of safe nursing care as laid down by the Nursing Act, Occupational Health and Safety act.
- Ensure completion of accident/incident reports as they occur and timeous reporting.
- Coordinate special projects and health promotion in line with program goals of health calendar.
- Ensure accurate collation, analysis and verification of data within your jurisdiction prior to submission.
- Maintain constructive working relationship with all stakeholders i.e inter- professional and multi-disciplinary team.
- Advocate and promote nursing ethos and professionalism in the facilities.
- Administer an evidence result-based monitoring system in the facilities.
- Supervise and support implementation of Community Oriented Primary Health Care.
- Report clinic performances to Assistant Manager Nursing.
- Participate in Primary Health Care Sub –District Meetings.
- Deputize Assistant Manager Nursing and take over his/her responsibilities in absence.

ENQUIRIES: MRS. N.M. NGUBANE

TELEPHONE: (033) 395-4330

CLOSING DATE: 08 NOVEMBER 2024

ADVERT

JOB TITLE	:	OPERATIONAL MANAGER NURSING SPECIALITY UNIT
COMPONENT	:	SURGICAL DEPARTMENT
NO OF POSTS	:	01
INSTITUTION	:	HARRY GWALA REGIONAL HOSPITAL
REFERENCE NO.	:	NURS 24/2024
SALARY NOTCH	:	R 656 964.00.00 – R 748 683.00 Per Annum
OTHER BENEFITS	:	13th Cheque, PLUS 8% Inhospitable Area Allowance Medical Aid (OPTIONAL), Housing Allowance (Employee must meet prescribed requirements)

REQUIREMENTS FOR THE POST

- Grade 12 certificate / Senior Certificate or equivalent
- Diploma / Degree in General Nursing Science and Midwifery (Obtained from the University/College) that allows registration with SANC as a Professional Nurse
- Registration certificate with the South African Nursing Council as a Registered Nurse and Midwife/ Accoucheur
- Post Basic qualification –One year Diploma in Trauma Nursing Science/ Orthopaedic Nursing
- A MINIMUM of 9 years appropriate experience in nursing after registration as a Professional with SANC in General Nursing
- At least 5 years of the period referred above must be appropriate recognizable experience the specific Speciality after obtaining the abovementioned Post Basic qualification- One year Diploma in Trauma / Orthopaedic Nursing
- Current South African Nursing Council receipt – license to practice (2024)
- Certificate of service endorsed by H.R. Department

KNOWLEDGE, SKILLS, COMPETENCIES AND TRAINING REQUIRED

- Knowledge of nursing statutes and other relevant legislative frameworks
- Knowledge of nursing care processes and procedures
- Operational management, co- ordination, networking liaison skills
- Knowledge of Central Sterile Supply Department and operating theatre processes & procedures
- Knowledge of Health Care Service delivery and financial management skills
- Knowledge of disciplinary processes
- Knowledge of basic / standard management principle of approach
- The ability to function well with a team
- Sound communication, counseling, problem solving, conflict management and time management skills
- Understanding of Human Resource needs and developments
- Planning, organizing, decision making & report writing skills
- Interpersonal skills in dealing with conflict management
- Knowledge and implementation of Batho Pele principles
- Supervisory and analytical thinking skills

KEY PERFORMANCE AREAS

- Co-ordination of optimal, holistic specialized nursing care provided within the set standards and professional / legal framework

- Supervising and ensuring the provision of an effective efficient quality patient care
- Manage staff performance (EPMDS)
- Reduce patient's complaints and inform the patients and relatives on the complaints, complements and suggestion procedures.
- Deal with disciplinary issues, grievances and other labour issues including monitoring and managing absenteeism
- Manage effectively and efficiently the utilization and supervision of all resources- human, financial, physical and material
- Co-ordination of the provision of effective training research and staff development.
- Participate in the analysis, formulation and implementation of nursing guidelines , standard operating procedures and practices
- Establish and maintain constructive working relationship with nursing and other stakeholders
- Provide effective support to nursing services and relieve the AMN in the Nursing Management Office.
- Ensure that a healthy and safe environment is maintained
- Participate in the Audis for Norms and Standard and Ideal Hospital Framework requirements and develop QIP's.
- Develop and implement strategies for infection prevention and control for the unit
- Improve and complete patient related data management system.
- Develop quality assurance progress improvement projects & operational plans
- Advocate for quality patient clinical care and uphold Professionalism and Ethics, Code of Conduct in Nursing.

ENQUIRIES: MRS. N.C. NGUBO

TELEPHONE: (033) 395 4427

CLOSING DATE: 08 NOVEMBER 2024

ADVERT

JOB TITLE	:	OPERATIONAL MANAGER NURSING GRADE 1 (GENERAL UNIT)
COMPONENT	:	INTERNAL MEDICINE WARD (HYBRID MALE WARD)
NO OF POSTS	:	01
INSTITUTION	:	HARRY GWALA REGIONAL HOSPITAL
REFERENCE NO.	:	NURS 25/2024
SALARY NOTCH	:	R 520 560.00 – R 596 322.00 Per Annum
OTHER BENEFITS	:	13th Cheque, PLUS 8% Inhospitable Area Allowance Medical Aid (OPTIONAL), Housing Allowance (Employee must meet prescribed requirements)

REQUIREMENTS FOR THE POST

- Grade 12 Matric/Senior certificate
- Diploma / Degree in General Nursing Science, Midwifery and Psychiatry or equivalent qualification that allows registration with SANC AS Professional Nurse.
- Registration certificate with the SANC as General, Midwifery and Psychiatry Nurse
- Current South African Nursing Council receipt – license to practice (2024)
- **EXPERIENCE:** Minimum of 7 years appropriate /recognizable experience in Nursing after registration as a General Nurse
- Current Certificate of service endorsed by Human Resource

KNOWLEDGE, SKILLS, COMPETENCIES AND TRAINING REQUIRED

- Knowledge and insight into nursing processes and procedures
- Knowledge of Mental Health Care Act
- Nursing statutes and other relevant Public Service Acts.
- Leadership, organizational and Decision making & problem-solving skills
- Interpersonal skills in dealing with conflict management
- Financial and budgetary knowledge pertaining to the resources under management.
- Good communication and basic computer skills in basic Programme. skills
- Supervisory and analytical thinking skills.

KEY PERFORMANCE AREAS

- Ensure adequate supervision of staff and provision of quality patient care in an efficient and cost-effective manner
- Manage 72 Hour observation ward for mental health care users.
- Manage and supervise effective utilization of human, financial and physical resources in the units.
- Ensure effective implementation of infection prevention and control practices by all staff including support service and cleaning staff.
- Supervise implementation of health care delivery policies, procedures, clinical guidelines, protocols, Operational and Strategic Plans aimed at improving service delivery.
- Facilitate and ensure the implementation of Departmental Priorities Ideal hospital realization and maintenance frame work and OHSC Norms and Standard.

- Monitor and evaluate the care and management of all patients and ensure the keeping of accurate and complete patients' records.
- Demonstrate a concern for patients, promoting and advocating a proper treatment and care.
- Monitor and evaluate staff performance , EPMDS
- Ensure effective data management.
- Ensure ethics and professionalism is maintained.
- Demonstrate effective communication with staff, patients, colleagues, and clinicians
- Exercise control over disciplinary action and all labor related issues
- Relief the Assistant Manager Nursing in her/ his responsibilities in her / his leave of absence.

ENQUIRIES: MRS. N.C. NGUBO

TELEPHONE: (033) 395-4427

CLOSING DATE: 08 NOVEMBER 2024

ADVERT

JOB TITLE : **CLINICAL NURSE PRACTITIONER GRADE 1/2 SPECIALITY
GOMANE X4, MAHLUTSHINI X1 AND NXAMALALA X2**

NO OF POSTS : **07**

CLUSTER : **PRIMARY HEALTH CARE**

COMPONENT : **NURSING**

INSTITUTION : **HARRY GWALA REGIONAL HOSPITAL**

SALARY : **GRADE 1 R 451 533.00 – R 530 376.00 Per Annum**
GRADE 2 R 553 545.00 – R 686 211.00 Per Annum

REFERENCE : **PHC 26/2024**

OTHER BENEFITS : **13th CHEQUE, PLUS
8% INHOSPITABLE AREA ALLOWANCE
MEDICAL AID (OPTIONAL),
HOUSING ALLOWANCE
(Employee must meet prescribed requirements)**

REQUIREMENTS FOR THE POST

- Senior Certificate /Grade 12
- Degree /Diploma in General Nursing and Midwifery (obtainable from University/ College) Plus 1 year post basic qualification in Primary Health Care registered with the SANC
- Registration certificate with the South African Nursing Council (SANC) as a General Nurse and Midwife
- Current SANC practicing license (2024 Receipt)
- **Certificate of Service endorsed by HR Department must be attached**

EXPERIENCE REQUIRED

- **GRADE 1:** A minimum of 4 years appropriate or recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing and Midwifery and after obtaining the one year Post Basic Qualification in the Specialty (Primary Health Care)
- **GRADE 2:** A minimum of fourteen (14) years appropriate / recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing. At least 10 years of the period referred to above must be appropriate / recognizable experience in Advanced Midwifery and Neonatal Nursing after obtaining the one year Post Basic Qualification in qualification in the relevant Specialty (Primary Health Care)

RECOMMENDATION

- Code Driver's License 10

KNOWLEDGE, SKILLS TRAINING AND COMPETENCIES REQUIRED

- Demonstrate 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.

- Good communications skills.
- Good interpersonal skills.

KEY PERFORMANCE AREAS

- Provide quality comprehensive Primary Health Care by promotive, preventative, curative and rehabilitative services for the clients and community.
- Plan and conduct PHC outreach activities as per each catchment population needs to enhance Community Based Model Concept.
- Support and Promote the implementation of Integrated Multi Stakeholder Health Promotion and Wellbeing Strategy.
- Administrative service 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.
- Work effectively, co-operatively and amicably with persons of diverse intellectual, cultural, racial or religious differences.
- Display a concern for patients, promoting and advocating proper treatment and care including willingness to respond to patients' needs and expectations according to Batho Pele Principles.
- Facilitate implementation of Ideal Clinic concept.
- Implement Regulated Norms and Standards within the facility.
- Manage complaints as per complaints management policy.
- Conduct Patient Experience of Care Survey and Patient Waiting Time as per policy.
- Manage Patient Safety Incident and Learning as per Guidelines.
- Assist in the promotion of Differential Models of Care.
- Implement Case Management Model for Patient Care.
- Implement IPC within the facility.

ENQUIRIES: MRS. N.M. NGUBANE

TELEPHONE: (033) 395-4330

CLOSING DATE: 08 NOVEMBER 2024

ADVERT

JOB TITLE	:	PROFESSIONAL NURSE GRADE 1/2: SPECIALITY OPERATING THEATRE AND CSSD
COMPONENT	:	NURSING
INSTITUTION	:	HARRY GWALA REGIONAL HOSPITAL
NO OF POSTS	:	04
SALARY	:	GRADE 1: R 451 533.00 – R 530 376.00 Per Annum GRADE 2: R 553 545.00 – R 686 211.00 Per Annum
REFERENCE	:	NURS 27/2024
OTHER BENEFITS	:	13th Cheque, PLUS 8% Inhospitable Area Allowance Medical Aid (OPTIONAL), Housing Allowance (Employee must meet prescribed requirements)

REQUIREMENTS FOR THE POST

- Senior/ Matric Certificate or equivalent
- Diploma/Degree in General Nursing and in Midwifery registered with SANC.
- One year Post Basic Qualification degree/ diploma in Operating Theatre Nursing Science, registered with SANC.
- Current SANC registration (2024 Receipt)
- **Certificate of Service endorsed by HR Department must be attached**

KNOWLEDGE, SKILLS, COMPETENCIES AND TRAINING REQUIRED:

- Knowledge of Operating Theatre and sterilizing unit processes
- Strong interpersonal, good communication skills- verbal and written and presentation skills.
- Knowledge of disciplinary processes
- Knowledge of basic/standard management principle of approach
- Sound communication, interpersonal, counselling and time management skills
- Knowledge of nursing care processes and procedures, nursing statuses and other relevant legal framework.
- Understanding of Human Resource needs and developments

KEY PERFORMANCE AREAS

- Ensure high standard of quality patient/ nursing care as directed by the professional scope of practice and standards as determined by the institution.
- Assist in developing/establishing and maintaining constructive working relationship with nursing and other stakeholders.
- Provide optimal, holistic specialized nursing care provided within the set standards and professional / legal framework
- Provide a safe therapeutic environment that allows for the practice of safe nursing care as laid by the Nursing Act, Norms and Standards Regulation, Occupational Health and Safety Act and all other applicable prescripts.
- Co-ordinate functions and activities of the department
- Assist in maintaining, controlling, managing and supervising for effective and efficient utilization of all the resources e.g. human, financial material (cost containment).

- Assist with staff allocation/ change list, day and night duty rosters and inputs for leave
- Assist in orientation, induction and monitoring of all nursing staff
- Assist in ensuring a high standard of infection prevention and control of infection in the Unit.i.e prevent cross infection and maintain environmental hygiene
- Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele.
- Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required.
- Participate in planning/ organizing, formulation , analysis , implementation and monitoring of specialized unit objectives, policies ,and procedures
- Assist in completion of patient related data and partake in training and research
- Maintain professional growth/ ethical standards and self-development
- Participate in staff development using EPMDS System and other work related programs and training and implement EAP
- Teach and supervise of team members and mentor student Nurses
- Assist with Operational Manager relief duties and act as junior shift leader on both day and night shifts
- Assist exercising control over discipline, grievance and all labour relations issues as well as management of absenteeism

ENQUIRIES: MRS. N.C. NGUBO

TELEPHONE: (033) 395-4427

CLOSING DATE: 08 NOVEMBER 2024

ADVERT

**JOB TITLE : PROFESSIONAL NURSE GRADE 1/2: SPECIALITY
PSYCHIATRY**

COMPONENT : NURSING

INSTITUTION : HARRY GWALA REGIONAL HOSPITAL

NO OF POSTS : 01

**SALARY : GRADE 1: R 451 533.00 – R 530 376.00 Per Annum
GRADE 2: R 553 545.00 – R 686 211.00 Per Annum**

REFERENCE : NURS 28/2024

**OTHER BENEFITS : 13th Cheque, PLUS
8% Inhospitable Area Allowance
Medical Aid (OPTIONAL),
Housing Allowance
(Employee must meet prescribed requirements)**

REQUIREMENTS FOR THE POST

- Grade 12 or equivalent qualification
- Current registration with the South African Nursing Council (SANC) as a Professional Nurse
- Basic R425 qualification i.e., diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Qualification in Psychiatric Nursing (R880) for those who hold a Bridging to PN Qualification (R683).
- Diploma in advanced Psychiatric Nursing)
- Annual Practising Licence for 2024.
- Certificate of service endorsed by HR.

EXPERIENCE REQUIRED

- **GRADE 1:** A minimum of 4 years appropriate or recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing and a one year Post Basic Qualification in Psychiatry Nursing
- **GRADE 2:** A minimum of fourteen (14) years appropriate / recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing. At least 10 years of the period referred to above must be appropriate / recognizable experience after obtaining a one year Post Basic Qualification in Psychiatry Nursing

RECOMMENDATION

- Diploma / Degree in Midwifery Registered with SANC

KNOWLEDGE, SKILLS, COMPETENCIES AND TRAINING 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 Rights Charter, Batho-Pele principles, Public Service Regulations, Labour Relations Act,

- Disciplinary Code and Procedure,
- Grievance Procedure, etc
- Good communication skills
- Report writing skills
- Facilitation skills
- Coordination skills
- Problem solving skills
- Planning and organizing skills
- Ability to function as part of a team
- Decision making skills
- Computer skills

KEY PERFORMANCE AREAS

- Provision of optimal, holistic nursing care with set standards and within a professional/legal framework
- Screening of all new clients using SDQ (Strength and Difficulties questionnaire).
- Implement a comprehensive nursing care plan/program for the promotion of health, self-care, treatment, and rehabilitation of patients.
- Conduct risk assessments on all admissions and on an ongoing basis.
- Conduct psychosocial rehabilitation assessment on the first week of MHCU admission using Child And adolescent Unit or Adult Psychiatric specific tool, and present findings to MDT.
- Analyse PSR tool assessment findings, identify MHCU needs, and implement interventions.
- Conduct discharge support follow up for in patients every 3 months, 6 months, 1 year and give feedback to MDT.
- Collaborate with member of the multi-disciplinary health team and assist in decision-making pertaining to health care delivery.
- Direct, supervise and evaluate health promotion and illness prevention initiatives.
- Direct, supervise the implementation of the specialized nursing programme.
- Train / Mentor subordinates on behaviour modification, parenting skills program and handling challenging behaviours for MHCUs.
- Support health and safety initiatives in the ward.
- Ensure continuity of care by providing a comprehensive handover to the nursing team.
- Utilise human, material, and physical resources efficiently and effectively: -
- Review and build on existing speciality programmes.
- Support the journal club initiatives in the unit.
- Contribute to the education and professional development of Professional Nurse General, Enrolled Nurses, Nursing Assistant and students.
- Implement the patient safety incident reporting procedure in the unit
- Implement the IOD procedure in the unit
- Maintain professional growth/ethical standards and self-development:
- Protect and advocate rights of patients regarding health care
- Effective complaints management

ENQUIRIES: MRS. N.C. NGUBO

TELEPHONE: (033) 395-4427

CLOSING DATE: 08 NOVEMBER 2024

ADVERT

JOB TITLE	:	PROFESSIONAL NURSE GRADE 1/2 SPECIALITY CRITICAL CARE/TRAUMA NURSING SCIENCE
NO OF POSTS	:	04
INSTITUTION	:	HARRY GWALA REGIONAL HOSPITAL
REFERENCE NO.	:	NURS 29/2024
OTHER BENEFITS	:	8% INHOSPITABLE AREA ALLOWANCE 13TH CHEQUE HOUSING ALLOWANCE AND MEDICAL AID (Employee must meet prescribed requirements)

REQUIREMENTS FOR THE POST

- Senior/ Matric Certificate or equivalent
- Diploma/Degree in General Nursing registered with SANC.
- One year Post Basic Qualification degree/ diploma in Critical care/Trauma Nursing Science, registered with SANC.
- Current South African Nursing Council receipt – license to practice (2024)
- **Certificate of service endorsed by HR**
- **EXPERIENCE REQUIRED:**
 - Grade 1:** A minimum of four (4) years appropriate / recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing With a Post Basic in Critical Care/Trauma Nursing Science
 - Grade 2:** A minimum of fourteen (14) years appropriate / recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing. At least 10 years of the period referred to above must be appropriate / recognizable experience in Critical Care/Trauma Nursing after obtaining the one year Post Basic Qualification in Critical Care/Trauma Nursing Science

RECOMMENDATION

- Diploma / Degree in Midwifery registered with SANC.

KNOWLEDGE, SKILLS, COMPETENCIES AND TRAINING REQUIRED

- Strong interpersonal, communication and presentation skills.
- Ability to make independent decisions, problem solving and conflict resolution.
- An understanding of the challenges facing the public health sector.
- Ability to prioritize issues and other work related matters and to comply with time frames.
- High level of accuracy.
- Knowledge of nursing care processes and procedures, nursing statuses and other relevant legal framework.

KEY PERFORMANCE AREAS

- Provide holistic specialized quality nursing care as directed by the professional scope of practice and standards as determined by the institution.
- Develop/establish and maintain constructive working relationship with nursing and other stakeholders.

- Provide a safe therapeutic environment that allows for the practice of safe nursing care as laid by the Nursing Act, National Core Standards, Occupational Health and Safety Act and all other applicable prescripts.
- Manage and supervise effective utilization of all the resources e.g. human, financial material.
- Manage/prevention and control of infection in the Unit.
- Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele.
- Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required.
- Ensure the unit complies with Infection Prevention and Control
- Participate in the formulation , analysis , implementation and monitoring of unit objectives, policies, and procedures
- Participate in staff development using EPMDS System and other work related programmes and training.
- Support and mentor student Nurses
- Exercise control over discipline, grievance and all Labour Relations issues.
- Actively participate in resuscitation activities in the unit
- Must be able to handle medical, surgical and trauma emergencies and high risk conditions

ENQUIRES: MRS. N.C. NGUBO

CONTACT: (033) 395-4427

CLOSING DATE: 08 NOVEMBER 2024