



KWAZULU-NATAL PROVINCE

HEALTH
REPUBLIC OF SOUTH AFRICA

DIRECTORATE:

Physical Address: Pomeroy CHC

HUMAN RESOURCE MANAGEMENT

Physical Address: Private Bag X529,Pomeroy,3020

Tel: 034- 662 3335

Fax: 034-662 3530 E-mail: okuhleko.mtshali@kznhealth.gov.za

www.kznhealth.gov.za

Enquiries: MP Zulu
Reference: HRM 4/2/1
Date: 2024/09/13

To: DISTRICT MANAGERS
HOSPITAL MANAGERS, COMMUNITY HEALTH MANAGERS
HEADS OF INSTITUTIONS
HEAD OFFICE MANAGERS

VACANCIES IN THE DEPARTMENT OF HEALTH

The contents of this Circular Minute must be brought to the notice of all eligible employees of 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 CANDIDATE:

The following documents must be submitted and if not submitted the applicant will be disqualified forthwith: Applications must be submitted on the most recent prescribed Application for Employment form (Z83) which is obtainable at any Government Department OR from the website-www.kznhealth.gov.za and must be originally signed and dated. The application form (Z83) form must be accompanied by detailed Curriculum Vitae. The communication from the HR of the department regarding the requirements for certified documents proof of current and previous work experience endorsed and stamped by human resource/certified Of service will be limited to shortlisted candidates. Therefore only shortlisted candidates for a post will be required to submit certified documents on or before the day of the interview following communication from HR. The reference number must be indicated in the column provided on form Z83; e.g. Reference Number (POM 03/2023). Failure to comply with the above instructions will disqualify the applicants. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA); the following checks (security clearance vetting); criminal clearance; credit records; Verification of Educational Qualifications by SAQA; verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). (This institution is an equal opportunity; affirmative action employer; whose aim is to promote representatively at all levels of different Occupational categories in the institution and Persons with disabilities should feel free to apply for the post/s).

CLOSING DATE: 07 OCTOBER 2024

NB: PLEASE NOTE THAT DUE TO FINANCIAL CONSTRAINTS, THERE WILL BE NO PAYMENT OF S&T

ORIGINAL AVAILABLE ON REQUEST SIGNED BY

DR. BR NDABA
CEO

DATE



KWAZULU-NATAL PROVINCE

HEALTH
REPUBLIC OF SOUTH AFRICA

Post : Clinical Nurse Practitioner
Centre : Pomeroy CHC
Ref no : POM 03/2023
Salary notch : Grade 1 R 451 533.00 - R 530 376.00
Grade 2 R 553 545.00 – R 686 211.00

Other Benefits : 13th Cheque, Medical Aid (Optional), Home Owner's allowance :
Employee must meet prescribed requirements.

MINIMUM REQUIREMENTS FOR THE POST GRADE 1

- Grade 12 (senior certificate)/ Standard 10.
- Degree/ Diploma in General Nursing Science & Midwifery plus 1 year Post basic qualification in primary health care (Clinical Nursing Science, Health assessment and care).
- Current Registration with the SANC as a General and Primary Health Care Nurse 2022.
- A minimum of 4 years appropriate / recognizable experience after registration as a Professional Nurse of which at least 1 year must be appropriate/recognizable PHC experience after obtaining a one year post basic qualification in Primary Health Care.
- Proof of experience endorsed And stamped by the Human Resources Office or Certificate of service.

MINIMUM REQUIREMENTS FOR THE POST GRADE 2

- Grade 12 (senior certificate)/ Standard 10.
- Degree/ Diploma in General Nursing Science & Midwifery plus 1 year Post basic qualification in primary health care (Clinical Nursing Science, Health Assessment and Care).
- Current Registration with the SANC as a General and Primary Health Care Nurse 2022.
- A minimum of 14 years appropriate / recognizable experience after registration as a Professional nurse of which at least 10 years must be appropriate/recognizable PHC experience after obtaining a one year post basic qualification in Primary Health Care.
- Proof of experience endorsed and stamped by the Human resources office or Certificate of service.

KNOWLEDGE, SKILLS AND COMPETENCIES REQUIRED

- Sound knowledge of all legislation and regulation application to the health services and Nursing status.
- Sound knowledge of discipline processes and grievance procedures.
- Leadership, organizational, decision making, counseling and conflict management skills. Human Resource and financial management skills.
- Knowledge of nursing care processes and procedures.
- Demonstrate good and effective communication skills



KWAZULU-NATAL PROVINCE

HEALTH
REPUBLIC OF SOUTH AFRICA

KEY PERFORMANCE AREAS

- Provide comprehensive Primary Health Care Package i.e. promotive, preventative, curative and rehabilitative services for the clients and community.
- Increase access to the health care services through DMOC (Difference Model of Care). Participate in Quality Improvement programmes thus contribute to accreditation as norms and standard compliant.
- Proper utilization and safeguarding of all allocated resources.
- Compile daily statistics, analyse and submit monthly reports timeously as required.
- Integrate all services through utilizing of nerve center indicators.
- Able to plan and organize own work and that of support personnel to ensure continuity of care. Assess, diagnose, treat and dispense according to guidelines and hast protocols. Conduct community awareness.
- Establish and sustain support groups within the community structures.
- Strengthen the referral system to the CHC and level of care.
- Sustain and monitor the defaulter tracing mechanism. Support the “call center” initiative.
- Work as part of multidisciplinary team to ensure good nursing care in all health care programmes include WBCOT, School health services and ODD.
- Contribute to the realization of DMG4, 5&6. Display concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient’s needs requirement and expectations.
- Motivate staff regarding development in order to increase level of expertise and assist patients and families to develop a sense of self care.
- Maintain and keep all patients documentation as per SANC regulations. Mentor and support junior nurses and support structures allocated in the unit. Relieve in the unit absence of OMN.

RECOMMENDATION: Diploma in HIV/Aids Management/NIMAART Trained.

ENQUIRES: Ms.SV Khoza Tel No. (034) 662 3319

NB: PLEASE NOTE THAT DUE TO FINANCIAL CONSTRAINTS, THERE WILL BE NO PAYMENT OF S&T AND RESETTLEMENT PAYMENT FOR ATTENDIN INTERVIEWS. ACCOMODATION WILL ONLY BE ALLOCATED WHEN IT IS AVAILABLE OTHERWISE SUCCESSFUL CANDIDATE MUST ARRANGE THEIR PRIVATE ACCOMODATION PRIOR TO ASSUMPTION OF DUTY.

NO INTERIM ACCOMMODATION IN A FORM OF BED AND BREAKFAST OR HOTEL ACCOMMODATION

**ALL APPLICATIONS SHOULD BE POSTED ON: HUMAN RESOURCE MANAGER
POMEROY CHC
PRIVATE BAG X529
POMEROY
3020**

OR HAND DELIVER AT POMEROY CHC HUMAN RESOURCE MANAGEMENT OFFICES; OFFICE NUMBER 16-114;

CLOSING DATE: 07 OCTOBER 2024