



KWAZULU-NATAL PROVINCE

HEALTH
REPUBLIC OF SOUTH AFRICA

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www.kznhealth.gov.za

Human Resource Management : Service Conditions

Reference : HRM 7/1/2
Enquiries : Mrs GC Buthelezi
Telephone : 031 530 1403

**TO: DISTRICT MANAGERS
HOSPITAL MANAGERS, COMMUNITY HEALTH CENTRE MANAGERS
HEADS OF INSTITUTIONS
HEAD OFFICE MANAGERS**

VACANCIES IN THE DEPARTMENT OF HEALTH

CIRCULAR MINUTE No. DPKISMH INTERNAL 02/2026

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) Application for Employment Form (Form Z.83 new version), which is obtainable at any Government Department **OR** from the website - www.kznhealth.gov.za.
 - (b) Curriculum Vitae, certified copies of identity document, highest educational qualifications and professional registration certificates - not copies of certified copies.
2. The Reference Number must be indicated in the column provided on the form Z.83.
3. **Persons with disabilities should feel free to apply for the post.**

NB: (a) Failure to comply with the above instructions will disqualify applicants. Faxed and e-mailed applications will **NOT** be accepted.

- (b) **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, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC).**
4. Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful.
5. 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 Residents/ Work Permit holders must submit documentary proof together with their applications.



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(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.)

Please note that due to financial constraints this institution will not reimburse candidates for S & T claims for attending interviews.

CLOSING DATE FOR APPLICATIONS IS: 13/02/2026

**DR JM MTHETHWA
CEO: DR PIXLEY KA ISAKA SEME MEMORIAL HOSPITAL
KWAZULU-NATAL**

DATE: 25/1/2026.



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NOTE: Applications must be submitted on the new prescribed Application for Employment form (Z83) which must be originally signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, certified copies of certificates, Identity Document and (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided on the Z83 form. **NB: Failure to comply with the above instructions will disqualify applicants.** Faxed and e-mailed applications will **NOT** be accepted. Persons with disabilities should feel free to apply for the post. **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).** Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. 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 Residents/ Work Permit holders must submit documentary proof together with their applications. All employees in the Public Service that are presently on the same salary level but on a notch/package above of the advertised post are free to apply.

POST : ASSISTANT NURSE MANAGER (NIGHT DUTY) X1 POST

REFERENCE : DPKISMH 03/2026

SALARY : R 693 096 – R 813 732.00

OTHER BENEFITS : 13th Cheque/service bonus, medical aid: optional home owners allowance subject to meeting prescribed requirements.

APPOINTMENT REQUIREMENT:

- Grade 12/Senior Certificate or equivalent
- Degree/Diploma in General Nursing Science, Midwifery and Psychiatry –
- Current South African Nursing Council receipt - licence to practice (2026/2027)
- A minimum of 8 years appropriate/recognizable experience after registration with SANC as a Professional Nurse. - At least three (3) years of the period above must be a supervisory experience

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED:

- Knowledge and insight in Nursing processes, procedures and other relevant Public Service Acts, legislations - Knowledge of Health Care Service delivery.
- Knowledge of basic/standard management principles of nursing approach.
- Knowledge of Human Resources Management, Staff Training and Development and Financial Management.
- Sound knowledge of disciplinary processes and grievance procedures. - Good communication skills (written and verbal) and problem solving skills.



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- Ability to function well within a team.
- Supervisory and analytical thinking skills
- Ability to formulate patient care related policies.

KEY PERFORMANCE AREAS:

- Ensure adequate **COVERAGE AND SUPERVISION** of staff in all units to allow provision of quality patient care in an efficient and cost effective manner.
- Facilitate and strengthen implementation of health care services delivery policies, procedures, clinical guidelines, and protocols, plans, and strategies aimed achieving service excellence.
- Promote implementation of Batho Pele principles, rights charter and acceptance professional/clinical-ethical standards within the applicable legal framework.
- Participate and ensure implementation of norms and standards, National Health Priorities & quality improvement initiatives including national priority program plans.
- Ensure a safe environment for both patients and staff at night.
- Ensure the effective staff development takes place and monitor performance thereof.
- Demonstrate effective communication with staff, patients, colleagues, clinicians and other stakeholders including report writing and presentation.
- Ensure effective & efficient management and utilization of resources including staff, material, financial etc.
- Exercise control of discipline, grievance and labour relations in terms of laid down policies and procedures.
- Deal with labour relation issues in terms of legislative and procedural guides
- Prompt submission of patient safety incidents, complaints reports with quality improvement plans.
- Ensure that quality is monitoring in various programs e.g. IPC, resuscitation, Health and safety.

ALL APPLICATIONS SHOULD BE EMAILED TO:

Pixley.Recruitment@kznhealth.gov.za

OR

Hand delivered to 310 Bhejane Street (Hospital Gate Number 3) Kwamashu

OR

Couriered to 310 Bhejane Street (Hospital Gate Number 3) Kwamashu