KWAZULU-NATAL PROVINCE
HEALTH
REPUBLIC OF SOUTH AFRICA

Dr Pixley Ka Isaka Memorial Hospital
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Office of the Deputy Director:
Human Resource Management Services

Reference: HRM 7/1/2
Date : 02-09-2026

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

VACANCIES IN THE DEPARTMENT OF HEALTH

CIRCULAR MINUTES No. DPKISMH 07/2026

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) **Comprehensive** CV (with detailed experience, full details of qualifications and professional registration status, where applicable.)
(c) Applicants are not required to submit copies of qualification and other relevant supporting documents. **Only shortlisted** candidates will be required to submit certified copies of all educational qualifications and other relevant supporting documents.
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. E-mailed applications will ***in the Interim 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, and citizenship, verification of Educational Qualifications by SAQA, verification**
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.

(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 30 September 2026

DUE TO THE CLOSURE OF THE POST OFFICE IN KWAMASHU, NO POSTED APPLICATIONS ARE CURRENTLY ALLOWED.

ALL APPLICATIONS SHOULD BE EMAILED TO:
Pixley. *Recruitment@kznhealth.gov.za*
Or
Hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu
Or
Couriered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu

Original signed by CEO

CHIEF EXECUTIVE OFFICER
DR PIXLEY KA ISAKA SEME MEMORIAL HOSPITAL
KWAZULU-NATAL
DATE: 02 September 2026

DEPARTMENT OF HEALTH: KWAZULU-NATAL

(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.)

NOTE: Applications must be submitted on the **new** prescribed Application for Employment form (Z83) which must be originally signed and dated. Applications received on the incorrect Z83 form **will not be considered**. All required information on the Z83 form must be provided. **Detailed Curriculum Vitae** must accompany the application from Z83. 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**. 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 : Medical Specialists General Surgery Grade1, 2 or 3

REFERENCE NO : DPKISMH 10/2026

COMPONENT : General Surgery

NO OF POSTS : 01

SALARY NOTCH : GRADE 1: R1 395 528.00 – R1 479 723.00 pa (All-inclusive Salary package)

: GRADE 2: R1 592 274.00 – R1 688 553.00 pa (All-inclusive Salary package)

: GRADE 3: R 1 844 151.00 – R2 301 186.00 pa (All-inclusive Salary package)

(All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.)

OTHER BENEFIT (S): Compulsory Commuted Overtime & Medical Aid (Optional)

- **GRADE 1:** Appropriate qualification **Plus** registration with HPCSA as a Specialist. In General Surgery. No experience required.

- **GRADE 2:** Appropriate qualification **Plus** five (05) years post registration Experience as a Medical Specialist in General Surgery

- **Grade 3:** appropriate qualification **Plus** ten (10) years post registration as Medical Specialist in General Surgery.

MINIMUM REQUIREMENTS:

- Senior Certificate /Grade 12 or equivalent
- An appropriate tertiary qualification (MBCHB) or equivalent **Plus**,
- Registration certificate with HPCSA as a Medical Specialist in General Surgery **Plus**
- Current registration with HPCSA as a Specialist in General Surgery **(2026/2027 receipt**).
- FCS (SA) and MMed (Gen Surg)
- All successful candidates will have to spend minimum 1 year in service
- Those candidates with FCS and awaiting MMED may apply and will be considered.

KNOWLEDGE SKILLS TRAINING AND COMPETENCIES REQUIRED

- Sound clinical knowledge within the department of Anaesthesiology.
- Good communication and human relations
- Sound knowledge of clinical procedures and protocols within the discipline
- Assessment and management of patients.
- Participate in continuing professional development.
- Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationships.

KEY PERFORMANACE AREAS

- To execute duties and functions with proficiency, to support the aims and objectives of the institution that are consistent with standards of patient care and to perform duties / functions that fall within the reasonable prescripts of acceptable legislation.
- To co-ordinate the Hepatobiliary Unit and Burns of DPKISMH with necessary the necessary surgical and administrative skills.
- Knowledge of current Health and Public Servants legislation, regulation and policy, including Medical Ethics, Epidemiology and Statistics
- Ability to provide Specialist Anaesthetic consultation and services.
- Accept responsibility for administration of anaesthesia.
- Assess patients, plan, initiate and supervise medical care management.
- Align clinical service delivery plans with hospital plans and priorities.
- Willingness to participate in the after-hours call system, with an undertaking to sign a contract to participate in commuted overtime per week, is essential.
- Develop, maintain and audit the correct implementation of clinical protocols and guidelines.
- Implement and maintain an efficient, effective and seamless service delivery process within the Institution and referring facilities
- Plan and provide continuous medical education to multidisciplinary team members and conduct and stimulate research

- Supervision of postgraduate and undergraduate training
- Participate in postgraduate and other relevant academic / and training programmes.
- Participate in the continued medical education programme in the institution.
- Manage EPMDS of junior staff.
- Participate in the extended management activities.
- Develop, implement and monitor quality improvement programmes.
- Develop and participate in the outreach/in reach programmes.
- Engage in academic research culminating in the publication of papers in scientific journals or the presentation of the results of such research at scientific congresses
- Provide support to the Head of Department, in ensuring an efficient standard of patient care and services are maintained.
- Leadership and decision-making abilities as well as problem solving and conflict management
- Knowledge of Human Resource management.
- Information management and quality assurance
- Ensure the proper and economical use of equipment and other resources
- Information management and quality assurance
- Ensure the proper and economical use of equipment and other resources

ENQUIRIES: Dr S.S Kader: HCU: General Surgery – Tel N0: 031 530 1423

POST : **MEDICAL OFFICER**

NO. OF POSTS : **01**

REFERENCE NO. : **DPKISMH 12/2026**

COMPONENT : **ORTHOPAEDIC DEPARTMENT**

SALARY NOTCH : **GRADE 1: R1 001 349.00 – R1 041402.00 pa (All-inclusive Salary package)**

: **GRADE 2: R1 142 553.00 – R1 188 255.00 pa (All-inclusive Salary package)**

: **GRADE 3: R 1 322 352.00 – R1 375 245.00 pa (All-inclusive Salary package)**

All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, Plus Commuted Overtime; Medical Aid (Optional)

- **GRADE 1:** Appropriate qualification that allows registration with HPCSA as Medical Practitioner.

- **GRADE 2:** Appropriate qualification that allows registration with HPCSA as Medical Practitioner with a minimum of five (05) years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner.

- **GRADE 3:** Appropriate qualification that allows registration with the HPCSA as Medical Practitioner with a minimum experience of 10 years appropriate experience as Medical Practitioner.

MINIMUM REQUIREMENTS:

- Senior Certificate
- An appropriate tertiary qualification (MBChB) Plus,
- Registration certificate with HPCSA as a Medical Practitioner.
- Current registration with HPCSA as a Medical Practitioner.
- Completion of Community Service is mandatory. Community Service officers will not be considered

KNOWLEDGE, SKILLS, COMPETENCIES REQUIRED:

- Sound communication, negotiation, planning, organising, leadership, decision – making and interpersonal skills.
- Ability to work in multi-disciplinary team setting
- Have knowledge & skills in basic clinical care.
- Ability to manage patients independently
- Ability to work and maintain meaningful relationships with a diverse community.
- Ability to make a positive contribution in a busy department.
- Resilience and ability to cope with change.

- Additional post graduate courses (ACLS, BLS, ATLS etc.) would be added advantage.
- Basic knowledge of medical practice ethics

RECOMMENDATION:

- Unendorsed valid code B driver's license (Code 08)

KEY PERFORMANCE AREAS:

- Responsibility for care of patients at Orthopaedic units including Outpatient, wards, Theatre and ICU
- Participate in 24-hour clinical coverage by performing commuted overtime
- Attendance of ward rounds and participation in the academic programmes
- Provide initial resuscitative, and peri-operative clinical care of patients.
- Ensure that the scientific principles of clinical care are maintained
- Ensure clinical effectiveness and efficiency
- Participate in clinical audit programmes as and when scheduled
- Participate in quality improvement programmes
- Participate in effective management of complaints and patient safety incidents
- Ensure compliance with current legislative and ethical principles
- Ensure sound labour relations in compliance with the relevant legislation while maintaining the interest of the patients.
- Participate in outreach programmes.
- Provide training for nurses, junior staff, interns and medical students.
- Examination, diagnosis and total management of Orthopaedic Patients
- Identification and management of emergencies
- Ability to identify the need for and refer accordingly
- Maintain proper medical records
- Knowledge of clinical governance framework and the legislated norms and standards.

ENQUIRIES: Dr PG MTHETHWA: HCU: ORTHOPAEDIC – Tel N0: 031 530 1423

POST : **Medical Specialists Radiology Grade1, 2 or 3**

REFERENCE NO : **DPKISMH 13/2026**

COMPONENT : **Radiology Department**

NO OF POSTS : **01**

SALARY NOTCH : **GRADE 1: R1 395 528.00 – R1 479 723.00 pa (All-inclusive Salary package)**

: **GRADE 2: R1 592 274.00 – R1 688 553.00 pa (All-inclusive Salary package)**

: **GRADE 3: R 1 844 151.00 – R2 301 186.00 pa (All-inclusive Salary package)**

(All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.)

OTHER BENEFIT (S): Compulsory Commuted Overtime & Medical Aid (Optional)

- **GRADE 1:** Appropriate qualification **Plus** registration with HPCSA as a Specialist in Radiology. No experience required.

- **GRADE 2:** Appropriate qualification **Plus** five (05) years post registration experience as a Medical Specialist in Radiology.

- **GRADE 3:** Appropriate qualification **PLUS ten (10)** years post registration experience as a Medical Specialist in Radiology.

MINIMUM REQUIREMENTS:

- Senior Certificate/Grade 12.
- Appropriate qualification in Medicine, e.g. MBChB or equivalent qualification.
- Appropriate postgraduate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Radiology, e.g. MMed (Radiology) and/or FC Rad (SA) Diag.

KNOWLEDGE SKILLS TRAINING AND COMPETENCIES REQUIRED

- Sound knowledge and clinical expertise in Diagnostic Radiology and the appropriate utilisation of relevant imaging modalities, including X-ray, ultrasound, CT, MRI and other specialised imaging services available at the institution.
- Competence in accurate interpretation and reporting of diagnostic imaging investigations and identification of urgent and life-threatening radiological findings.
- Competence in performing and/or supervising appropriate image-guided procedures within the scope of practice.
- Sound knowledge of radiation safety, radiation protection, contrast media safety and patient safety principles.

- Knowledge and application of relevant clinical guidelines, radiology protocols, professional standards, medical ethics, legislation and Department of Health policies.
- Strong clinical decision-making, analytical, problem-solving and prioritisation skills, particularly in emergency and high-volume clinical settings.
- Excellent written and verbal communication skills, including the ability to provide clear and clinically relevant reports and communicate critical findings timeously to referring clinicians.
- Ability to work effectively within a multidisciplinary team and provide specialist radiological advice to clinical services.
- Good leadership, supervisory, mentoring and teaching skills, with the ability to supervise and develop Medical Officers, Registrars and junior medical staff.
- Computer literacy and ability to utilise PACS, RIS and other relevant electronic clinical information systems.
- Ability to participate in clinical governance, quality assurance, clinical audits, morbidity and mortality reviews and quality-improvement initiatives.
- Ability to contribute to research, undergraduate and postgraduate teaching, continuing professional development and service development.
- Ability to manage workload effectively, meet appropriate turnaround times and function independently and under pressure.
- Ability to contribute to radiology outreach services and strengthen referral and diagnostic support to referring facilities.
- Commitment to providing safe, ethical, patient-centred and evidence-based specialist radiology services.

KEY PERFORMANACE AREAS

- Provide comprehensive and quality specialist radiology services to patients, including interpretation and reporting of radiological investigations and appropriate clinical advice to referring clinicians.
- Perform and/or supervise appropriate diagnostic and image-guided radiological procedures within the scope of practice and ensure compliance with relevant clinical and safety protocols.
- Participate in the provision of emergency, after-hours, weekend and public holiday radiology services as required by the institution.
- Participate in clinical governance activities, including clinical audits, quality assurance programmes, morbidity and mortality reviews, risk management and implementation of quality improvement initiatives.
- Promote the appropriate and cost-effective utilisation of radiological investigations, equipment, consumables and other departmental resources.
- Participate in multidisciplinary clinical meetings and provide specialist radiological input to support appropriate diagnosis, management and referral of patients.
- Provide teaching, training, supervision and mentorship to Registrars, Medical Officers, interns, students and other relevant healthcare professionals.
- Participate in undergraduate and postgraduate teaching, continuing professional development and academic activities within the institution.
- Participate in research activities and contribute to the development and implementation of evidence-based radiology practices.
- Participate in radiology outreach services and provide specialist support to referring healthcare facilities, where required.
- Contribute to the development, implementation and review of departmental policies, guidelines, protocols and standard operating procedures.

- Participate in the planning, monitoring and evaluation of radiology services and contribute to improving service delivery, turnaround times and patient outcomes.
- Ensure accurate clinical documentation, reporting and maintenance of appropriate patient and departmental records.
- Participate in departmental, institutional and relevant clinical governance meetings and committees.
- Manage and utilise radiology resources responsibly and contribute to the identification of equipment, infrastructure, staffing and service delivery needs.
- Maintain professional competence and comply with the requirements of the Health Professions Council of South Africa and relevant Department of Health policies, legislation and regulations.
- Perform administrative and other duties as delegated by the Head of Clinical Unit/Clinical Manager or relevant supervisor.
- Knowledge of clinical governance framework and the legislated norms and standards.

ENQUIRIES: Dr Z Zikalala: HCU: Radiology – Tel N0: 031 530 1423

POST : MEDICAL OFFICERS

NO. OF POSTS : 02

REFERENCE NO. : DPISMH 14/2026

COMPONENT : EMERGENCY DEPARTMENT

SALARY NOTCH : GRADE 1: R1 001 349.00 – R1 041402.00 pa (All-inclusive Salary package)

: GRADE 2: R1 142 553.00 – R1 188 255.00 pa (All-inclusive Salary package)

: GRADE 3: R 1 322 352.00 – R1 375 245.00 pa (All-inclusive Salary package)

All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, Plus Commuted Overtime; Medical Aid (Optional).

- **GRADE 1:** Appropriate qualification that allows registration with HPCSA as Medical Practitioner.

- **GRADE 2:** Appropriate qualification that allows registration with HPCSA as Medical Practitioner with a minimum of five (05) years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner.

- **GRADE 3:** Appropriate qualification that allows registration with the HPCSA as Medical Practitioner with a minimum experience of 10 years appropriate Experience as Medical Practitioner.

MINIMUM REQUIREMENTS:

- Senior Certificate
- An appropriate tertiary qualification (MBChB) Plus,
- Registration certificate with HPCSA as a Medical Practitioner.
- Current registration with HPCSA as a Medical Practitioner.
- Completion of Community Service is mandatory. Community Service officers will not be considered.

KNOWLEDGE, SKILLS, COMPETENCIES REQUIRED:

- Sound communication, negotiation, planning, organising, leadership, decision – making and interpersonal skills.
- Ability to work in multi-disciplinary team setting
- Have knowledge & skills in basic clinical care.
- Ability to manage patients independently
- Ability to work and maintain meaningful relationships with a diverse community.
- Ability to make a positive contribution in a busy department.
- Resilience and ability to cope with change.

- Additional post graduate courses (ACLS, BLS, ATLS etc.) would be added advantage.
- Basic knowledge of medical practice ethics

RECOMMENDATION: Unendorsed valid code B driver's license (Code 08)

KEY PERFORMANCE AREAS:

- Responsibility for care of patients at the emergency department
- Participate in 24-hour clinical coverage by performing commuted overtime
- Attendance of ward rounds and participation in the academic programmes
- Provide initial resuscitative, and care of patients.
- Ensure that the scientific principles of clinical care are maintained
- Ensure clinical effectiveness and efficiency
- Participate in clinical audit programmes as and when scheduled
- Participate in quality improvement programmes
- Participate in effective management of complaints and patient safety incidents
- Ensure compliance with current legislative and ethical principles
- Ensure sound labour relations in compliance with the relevant legislation while maintaining the interest of the patients.
- Participate in outreach programmes.
- Provide training for nurses, junior staff, interns and medical students.
- Examination, diagnosis and total management of Orthopaedic Patients
- Identification and management of emergencies
- Ability to identify the need for and refer accordingly
- Maintain proper medical records
- Knowledge of clinical governance framework and the legislated norms and standards

ENQUIRIES: Dr S Pillay: HCU: EMERGENCY DEPARTMENT – Tel N0: 031 530 1423

POST : PROFESSIONAL NURSE (SPECIALITY) THEATRE
NO. OF POSTS : 01
REFERENCE NO. : DPKISMH 15/2026
SALARY NOTCH : GRADE 1: R 495 423.00 – R 581 931.00 Per annum
: GRADE 2: R 607 350.00 – R752 913.00 Per annum

OTHER BENEFITS: 13th Cheque, Medical Aid (Optional) & Housing Allowance (Employees to meet the prescribed requirements**)**

MINIMUM REQUIREMENTS FOR THE POST:

- Senior Certificate or equivalent.
- Degree/Diploma in General nursing
- One (01) year Post Basic qualification in Operating Theatre Nursing Science.
- Registration certificate with South African Nursing Council (SANC).
- Current SANC receipt **(2026**).
- A minimum of four (4) years appropriate/recognisable experience after registration as a Professional Nurse with SANC in General Nursing.
- Successful candidate will have to spend minimum of one year in service.

GRADE 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing,

GRADE 2: A minimum of fourteen (14) years appropriate/ recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing of which at least 10 (ten) years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 (one) year post basic qualification in relevant speciality.

KNOWLEDGE, SKILLS, COMPETENCIES REQUIRED:

- Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal framework such as Nursing Acts, Health Act, Patient Right Charter, Bathopele Principle, Public Service Regulations, Disciplinary Code and Procedures in the Public Service.
- Financial and Budgetary knowledge pertaining to relevant resources under management.
- Insight into procedures and policies pertaining to nursing care.
- Leadership, Organizational, Decision making, Problem solving, Co – ordination, Liaisons and Interpersonal skills within the limits of the Public Sector and Institutional policy framework.
- Interpersonal skills including Public relation, Negotiating, Conflict handling and Counseling skills.
- Computer skills in basic programs.

KEY PERFORMANCE AREAS:

- Assist in planning/organizing and monitoring of objectives of the specialized unit in consultation with subordinates.
- Effective management of patients, 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.
- Provision of quality services through setting of standards, policies and procedures.
- Participate in the implementation of National Priorities clinical guidelines, protocols.
- Maintain accurate and complete patient records according to legal requirements.
- Exercise control over discipline, grievance and labour relations issues.
- Promote good working relationships amongst staff and patients.
- Assist in supervision and development of all nursing staff. Ensure effective participation in all hospital programs e.g. IPC, Quality Assurance, etc.
- Provide a Safe, therapeutic and hygienic environment for patients, visitors and staff.

Enquiries: Ms S.C. Nduli - Nursing Department – Tel N0: 031 530 1416

POST : PROFESSIONAL NURSE SPECIALTY (CRITICAL CARE)
NO OF POST(S) : 01
REFERENCE NO. : DPKISMH 16/2026
CENTRE : DR PIXLEY KA ISAKA SEME MEMORIAL HOSPITAL
SALARY NOTCH : GRADE 1: R 495 423, 00 - R 581 931 per annum
: GRADE 2: R 607 350.00 - R 752 913.00 per annum

OTHER BENEFITS: 13th Cheque, Medical Aid (Optional) & Housing Allowance
(Employees to meet the prescribed requirements

MINIMUM REQUIREMENTS:

- Senior Certificate or equivalent
- Degree/Diploma in General Nursing
- One year post basic Degree/Diploma in Critical Care plus four (04) years appropriate /recognizable registration experience as a General Nurse
- Registration with SANC as a General Nurse and Speciality Nurse.
- Proof of current registration with SANC (**2026)**
- Proof of current/previous work experience endorsed and stamped by Human Resource Department will be required for shortlisted candidates.
- Successful candidate will have to spend minimum of one year in service

GRADE 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing,

GRADE 2: A minimum of fourteen (14) years appropriate/ recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing of which at least 10 (ten) years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 (one) year post basic qualification in relevant speciality

KNOWLEDGE, SKILLS, COMPETENCIES:

- Knowledge of Nursing Care, Processes and Procedures, Nursing statutes, and other relevant Legal frameworks.
- Good communication skills-verbal and written
- Co-ordination and liaison skills
- Problem solving skills

KEY PERFORMANCE AREAS:

- Assist in planning/organizing and monitoring of objectives of the specialized unit.
- Provide a therapeutic environment for staff, patients and public.
- Provide comprehensive, quality nursing care
- Provide direct and indirect supervision of all Nursing Staff /Housekeeping staff and to give them guidance and ensure continuity of patient care on all level.
- Demonstrate effective communication patient and families with the multi-disciplinary team, other department within the hospital
- Assist with allocation/change list, day and night duty rosters and inputs for leave

- Assist in record keeping and provide statistical information on training and staffing
- To assist in EPMDS evaluation of staff and implement EAP.
- Assist in orientation, induction and monitoring of all nursing staff
- To complete patient related data and partake in research.
- Promote quality specialized nursing care as directed by scope of practice and standards determined by the relevant specialty.
- To assist with relief duties of the supervisor and act as junior shift-leader on both day and night shift
- To partake in overall specialized unit functions, i.e. team building
- Effective and efficient management of all resources
- Liaise with professional Nurse in charge in surgical high care/renal unit.
- Allocation of Staff on day and night duty within the Directorate in rotational basis.
- To nurse a critically ill patient who is ventilated, on haemodialysis and continuous-venous haemodialysis.
- To nurse all types of patients regardless of diagnoses according to disease profile within the directorate.
- Maintain Professional growth/ethical standard and self-development.

Enquiries: Ms S.C. Nduli - Nursing Department – Tel N0: 031 530 1416

POST : PROFESSIONAL NURSE SPECIALT (TRAUMA)
NO OF POST(S) : 02
REFERENCE NO. : DPKISMH 17/2026
CENTRE : DR PIXLEY KA ISAKA SEME MEMORIAL HOSPITAL
SALARY NOTCH : GRADE 1: R 495 423.00 - R 581 931 per annum
: GRADE 2: R 607 350.00 - R 752 913 per annum

OTHER BENEFITS : 13th cheque PLUS Housing Allowance (employees must meet the prescribed requirements) and Medical Aid (Optional).

MINIMUM REQUIREMENTS:

- Senior Certificate or equivalent qualification
- Degree/Diploma in General Nursing
- Registration with SANC as a General Nurse and Speciality Nurse
- One year post basic Degree/Diploma in Trauma plus four (04) years appropriate /recognizable registration experience as a General Nurse.
- Proof of current registration with SANC (2026)
- Proof of current/previous work experience endorsed and stamped by Human Resource Department will be required for shortlisted candidates.
- Successful candidate will have to spend minimum of one year in service

GRADE 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing,

GRADE 2: A minimum of fourteen (14) years appropriate/ recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing of which at least 10 (ten) years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 (one) year post basic qualification in relevant speciality

KNOWLEDGE, SKILLS, COMPETENCIES:

- Knowledge of Nursing Care, Processes and Procedures, Nursing statutes, and other relevant Legal frameworks.
- Good communication skills-verbal and written
- Co-ordination and liaison skills
- Problem solving skills

KEY PERFORMANCE AREAS:

- Assist in planning/organizing and monitoring of objectives of the specialized unit.
- Proper triaging and management of emergencies in the unit
- Provide a therapeutic environment for staff, patients and public.
- Provide comprehensive, quality nursing care
- Provide direct and indirect supervision of all Nursing Staff /Housekeeping staff and to give them guidance and ensure continuity of patient care on all level.
- Demonstrate effective communication patient and families with the multi-disciplinary team, other department within the hospital

- Assist with allocation/change list, day and night duty rosters and inputs for leave
- Assist in record keeping and provide statistical information on training and staffing
- To assist in EPMDS evaluation of staff and implement EAP.
- Assist in orientation, induction and monitoring of all nursing staff
- To complete patient related data and partake in research.
- Promote quality specialized nursing care as directed by scope of practice and standards determined by the relevant specialty.
- To assist with relief duties of the supervisor and act as junior shift-leader on both day and night shift
- To partake in overall specialized unit functions, i.e. team building
- Effective and efficient management of all resources
- Liaise with professional Nurse in charge in surgical high care/renal unit.
- Allocation of Staff on day and night duty within the Directorate in rotational basis.

Enquiries: Ms S.C. Nduli - Nursing Department – Tel N0: 031 530 1416

POST : **Head of Clinical Unit Grade1 and 2**

REFERENCE NO : **DPKISMH 19/2026**

COMPONENT : **Anasthetics Department**

NO OF POSTS : **01**

SALARY NOTCH : **GRADE 1: R2 168 145 .00 – R 2 301 186.00 pa (All-inclusive Salary package)**

: **GRADE 2: R2 370 741.00 – R2 592 273.00 pa (All-inclusive Salary package)**

(All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.)

OTHER BENEFIT (S): Compulsory Commuted Overtime & Medical Aid (Optional)

- **GRADE 1:** Appropriate qualification that allows registration with the HPCSA as Medical Specialist in Anaesthetics **plus** 7 years' experience.

- **GRADE 2:** Appropriate qualification that allows registration with the HPCSA as Medical Specialist in Anaesthetics **plus** 9 years' experience.

MINIMUM REQUIREMENTS:

- Senior Certificate / Grade 12.
- Appropriate tertiary qualification in Health Sciences (MBChB or equivalent).
- Appropriate postgraduate qualification in Anaesthetics, e.g. FCA (SA), MMed
- Anaesthetics or equivalent qualification.
- Registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Anaesthetics.
- Current registration with the HPCSA.
- Appropriate experience as a Medical Specialist in Anaesthetics, in accordance with the applicable grade and public service requirements.
- Proof of current and previous experience endorsed by the Human Resource Department.
- A valid driver's licence would be an advantage.
- Commuted overtime participation where applicable and in accordance with service-delivery requirements.
- Knowledge of the relevant legislations, Policies and Standard operating procedures

KNOWLEDGE SKILLS TRAINING AND COMPETENCIES REQUIRED

- Sound knowledge and clinical expertise in Anaesthesia and Perioperative Medicine, including the assessment and management of patients requiring anaesthesia for elective and emergency procedures.
- Competence in the provision of safe general, regional and appropriate anaesthetic techniques, including airway management, resuscitation and perioperative patient care.

- Competence in the assessment and management of critically ill and high-risk patients and the ability to provide appropriate anaesthetic support in emergency and critical care situations.
- Sound knowledge of anaesthetic drugs, equipment, monitoring systems, patient safety principles and relevant clinical guidelines and protocols.
- Strong clinical decision-making, analytical, problem-solving and prioritisation skills, particularly in emergency, high-risk and high-volume clinical environments.
- Excellent written and verbal communication skills, with the ability to communicate effectively with patients, families, clinicians and members of the multidisciplinary healthcare team.
- Good leadership, supervisory, mentoring and team-management skills, with the ability to lead and support the Anaesthesia clinical team.
- Ability to coordinate and manage the provision of anaesthetic services and ensure effective utilisation of available human and material resources.
- Ability to work effectively within multidisciplinary teams, including Surgery, Emergency Department, Obstetrics and Gynaecology, Orthopaedics, Critical Care and other relevant clinical services.
- Computer literacy and ability to utilise relevant electronic clinical information systems.
- Ability to participate in clinical governance, quality assurance, clinical audits, morbidity and mortality reviews, incident reporting, risk management and quality-improvement initiatives.
- Ability to provide teaching, training, supervision and mentorship to Medical Officers, Registrars, interns, students and other healthcare professionals.
- Ability to contribute to undergraduate and postgraduate teaching, research, continuing professional development and service improvement.
- Ability to manage workload effectively and function independently and under pressure, including participation in after-hours, weekend and public holiday services.
- Ability to develop, implement and monitor clinical protocols, standard operating procedures and quality standards within the Anaesthesia service.
- Commitment to providing safe, ethical, patient-centred and evidence-based anaesthetic and perioperative services.

KEY PERFORMANACE AREAS

- Provide and oversee comprehensive, safe and quality anaesthetic and perioperative services to patients undergoing elective and emergency procedures.
- Ensure appropriate pre-operative assessment, intra-operative anaesthetic management and post-operative care of patients, including high-risk and critically ill patients.
- Provide specialist clinical leadership and ensure effective coordination and functioning of the Anaesthesia clinical unit.
- Participate in emergency, after-hours, weekend and public holiday anaesthetic services as required by the institution.
- Ensure appropriate management of airway emergencies, resuscitation and other anaesthetic-related emergencies.
- Promote adherence to clinical guidelines, anaesthetic protocols, patient safety standards and relevant professional and institutional policies.

- Participate in clinical governance activities, including clinical audits, morbidity and mortality reviews, quality assurance, risk management, incident reporting and implementation of quality-improvement initiatives.
- Monitor and improve the quality, efficiency and turnaround time of anaesthetic services in support of theatre and emergency service delivery.
- Promote effective multidisciplinary collaboration with surgical, obstetric, orthopaedic, emergency, critical care and other clinical services.
- Provide teaching, training, supervision and mentorship to Registrars, Medical Officers, interns, students and other healthcare professionals.
- Participate in undergraduate and postgraduate teaching, continuing professional development, academic activities and research.
- Develop, implement, review and monitor departmental policies, guidelines, protocols and standard operating procedures.
- Ensure appropriate utilisation, availability and maintenance of anaesthetic equipment, medicines, consumables and other departmental resources.
- Participate in service planning, monitoring and evaluation and identify areas requiring improvement in the provision of anaesthetic services.
- Contribute to the development of critical care, resuscitation and perioperative services in accordance with the level of care provided by the institution.
- Participate in outreach and support services to referring facilities, where required. Ensure accurate clinical documentation, record keeping and reporting within the Anaesthesia service.
- Participate in departmental, institutional and relevant clinical governance meetings and committees.
- Manage and utilise human, financial, equipment and other resources responsibly and contribute to the identification of service and infrastructure needs.
- Maintain professional competence and comply with the requirements of the Health Professions Council of South Africa and relevant Department of Health policies, legislation and regulations. Perform administrative and other duties as delegated by the relevant supervisor.

ENQUIRIES: Dr HA Hlela: Senior Manager: Medical Services – Tel N0: 031 530 1423