KWAZULU-NATAL PROVINCE
HEALTH
REPUBLIC OF SOUTH AFRICA

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330 Langalibalele Street, Pietermaritzburg, 3201
Fax: 033-3426916 Tel 033 395 2055
www.kznhealth.gov.

DIRECTORATE:
Human Resource Management Services
Recruitment and Selection

Reference : HRM 7/1/2
Enquiries : Mr. A Memela
Telephone : (033) 395 2055

04 SEPTEMBER 2026

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

VACANCIES IN THE DEPARTMENT OF HEALTH

CIRCULAR MINUTE No.G25/2026

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), which is obtainable at any Government Department OR from the website - www.kznhealth.gov.za.
   (b) A comprehensive CV (with detailed experience).
   (c) Copies of Qualification, Registration Certificates and drivers licence **need not** be submitted when applying for employment.
   (d) Applications can also be done through S'Thesha Waya–Waya obtainable on from website www.eservices.gov.za

2. The Reference Number must be indicated in the column provided on the form Z.83.

NB: (a) Failure to comply with the above instructions will disqualify the applicants. Faxed 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).**

3. Competency assessment and reference checking will be done as part of the selection process. (If applicable)

DPSA NOTE: "All candidates found suitable at interview stage will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of

which will be communicated by the department. Following the interview and technical exercise, the selection committee will recommend candidates to attend generic managerial competency assessment (in compliance with the DPSA Directive on implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools"

4. The inclusive remuneration packages indicated on all the enclosed advertised posts consist of basic salary (70% of package), State's contribution to the Government Employees Pension Fund (30% of basic salary) and a flexible portion that may be structured in terms of the applicable rules.

5. Further, it will be required from the respective successful candidates to enter into a permanent employment contract and a Performance Agreement.

6. Persons with disabilities should feel free to apply for any of the posts.

7. 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.

8. 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.

"We strive to create an environment that brings the power of diversity to life and as such, this Department is an equal opportunity, affirmative action employer, whose aim is to promote inclusiveness in all occupational levels in the Department".

CLOSING DATE FOR APPLICATIONS IS 30 SEPTEMBER 2026

HEAD OF DEPARTMENT: HEALTH
KWAZULU-NATAL

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CHIEF DIRECTOR: LEVEL 14
ETHEKWINI HEALTH DISTRICT OFFICE: REFERENCE. G47/2026
CLUSTER: DISTRICT HEALTH SERVICES
SALARY PACKAGE: R1 554 696.00 (PER ANNUM)

REQUIREMENTS FOR THE ABOVE POST:- (NQF level 7) in Health; **PLUS** degree or diploma in health management or Degree/diploma in general management. **PLUS** •A minimum of Five (5) years' experience in senior management •**PLUS** •Unendorsed valid driver's license. Proof of Computer literacy with proficiency in Microsoft software applications.

RECOMMENDATIONS: - An undergraduate qualification (NQF level 7) in Clinical Health Science; Current registration with the relevant health professional body; Experience in primary health care and district health system•Post-graduate qualification in Public Health/Master in Business Management. •Project Management.

NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview.

NB: For the Pre-Entry Certificate for SMS, any individual may register for the course and complete such in anticipation of wishing to apply for a SMS post in future. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by following the link: https://www.thensg.gov.za/training-courses/sms-pre-entry-programme/.

Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such, however it is not required that an applicant submit such when applying for the post prior to the closing date. However, prior to an appointment being made to any SMS post, the appointee to such a post must have completed the pre-entry certificate and must be in possession of such prior to taking up the post.

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED: - •The incumbent of this post will report to the Chief Director: District Health Services: Head Office, and will be responsible to ensure and account for the delivery of integrated, effective and efficient health service at all levels of care based on the Primary Health Care approach through the District Health System within EThekwini District. The ideal candidates must: •Possess a clear understanding of the challenges facing the public health sector due to poverty, resource limitations and opportunistic diseases such as TB, HIV and AIDS. •Have the ability to analyse and interpret complex management data and information to inform decision-making and alignment processes timeously. •Have the ability to develop innovative solutions for complex health and other service delivery management problems. •***Possess strong leadership to:-*** •ensure buy-in/support of other organs of state and external stakeholders to accomplish deliverables identified in the Annual Performance Plans of the District. •Provide strategic direction to Institutions. • Mediate processes for the allocation of resources to Institutions. •Build a highly effective and efficient health service delivery team in the District; and reason/present/negotiate the case of the District at departmental management and planning fora. •Have the ability to assess and manage the performance of the District Health System and directly supervise staff. •Have the ability to interact effectively and efficiently with a wide range of stakeholders. Have the ability to turn around negative audit findings in the district to be a positive one. Possess a good Knowledge and understanding of universal health coverage •Possess a clear understanding of risk and other management processes and the application thereof to ensure that the

decentralised management model of the department is performing optimally. • Possess knowledge of the governance framework and legislative imperatives set for the area of operation. • Be computer literate with a proficiency in MS Office Software applications.

KEY PERFORMANCE AREAS:- •Based on relevant policy imperatives, provide strategic leadership and ensure the development, implementation, monitoring and evaluation of an Annual District Health Services Delivery Plan. •Account in terms of planned initiatives for the delivery of health services in Ethekwini District. •Coordinate and facilitate processes to prioritise health service delivery initiatives and the allocation of concomitant resources amongst health facilities in Ethekwini District, whilst promoting service delivery equity. •Monitor and evaluate health service delivery within in Ethekwini District, identify high risk areas and facilitate timeous corrective action where required. •Provide transversal clinical support and other support services to Institutions. •Ensure the development of an innovative and human rights sensitive cadre of health workers at all levels. •Identify and address transversal health service delivery barriers that cannot be resolved at Institutional and district level and filter those requiring intervention at Provincial level. •Facilitate the process of ensuring universal health access (NHI) for Ethekwini Health District. •Oversee and coordinate the delivery of Emergency Medical Services (EMS) and Forensic Pathology Services (FPS) across the district. •Implement good governance, transparency, and accountability practices. •Drive all public health services within the district towards achieving and sustaining a **clean audit**. Please note that you will be responsible for all hospitals regardless of level of care • Responsible for providing strategic leadership and overall management of all health services within the district. •Ensure the delivery of high-quality, equitable, and patient-centred care across the district, while driving compliance, efficiency, and continuous improvement. •Effectively manage and optimise all resources under your stewardship, including physical, and technological assets, to ensure efficiency, accountability, and maximum impact on service delivery. •Build and maintain strong relationships with community structures, oversight bodies, NGOs, and other health sector partners. •Participate in DDM, Operation Sukuma Sakhe (OSS) and other intersectoral collaborations. •Ensure all public health facilities on readiness for audits, inspections, and quality assurance assessments. •Promote a positive organisational culture in the district. •Supervise, mentor, and develop public health teams in ensuring high performance, continuous improvement, and policy compliance.

ENQUIRIES: MR J MNDEBELE : 033 395 3274

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(Attention: Mr. A Memela)

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DISTRICT DIRECTOR: LEVEL 13

UTHUKELA HEALTH DISTRICT OFFICE: REFERENCE. G48/2026
CLUSTER: DISTRICT HEALTH SERVICES
SALARY PACKAGE: R1 317 384.00 PER ANNUM

REQUIREMENTS FOR THE ABOVE POST:- •An undergraduate qualification (NQF level 7) in Health ; **PLUS** degree or diploma in health management or Degree/diploma in general management. **PLUS** • A minimum of Five (5) years' experience at a middle/senior managerial level in Public Health Care environment •**PLUS** •Unendorsed valid driver's license. Computer literacy with proficiency in Microsoft software applications.

RECOMMENDATIONS: - An undergraduate qualification (NQF level 7) in Clinical Health Science; Current registration with the relevant health professional body; Experience in primary health care and district health system•Post-graduate qualification in Public Health/Master in Business Management. •Project Management.

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KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED: - •The incumbent of this post will report to the Chief Director: District Health Services: Head Office, and will be responsible to ensure and account for the delivery of integrated, effective and efficient health service at all levels of care based on the Primary Health Care approach through the District Health System within UThukela District (whichever is relevant). The ideal candidates must: •Possess a clear understanding of the challenges facing the public health sector due to poverty, resource limitations and opportunistic diseases such as TB, HIV and AIDS. •Have the ability to analyse and interpret complex management data and information to inform decision-making and alignment processes timeously. •Have the ability to develop innovative solutions for complex health and other service delivery management problems. •***Possess strong leadership to:-*** •ensure buy-in/support of other organs of state and external stakeholders to accomplish deliverables identified in the Annual Performance Plans of the District. •Provide strategic direction to Institutions. • Mediate processes for the allocation of resources to Institutions. •Build a highly effective and efficient health service delivery team in the District; and reason/present/negotiate the case of the District at departmental management and planning fora. •Have the ability to assess and manage the performance of the District Health System and directly supervise staff. •Have the ability to interact effectively and efficiently with a wide range of stakeholders. Have the ability to turn around negative audit findings in the district to be a positive one. Possess a good Knowledge and understanding of universal

health coverage •Possess a clear understanding of risk and other management processes and the application thereof to ensure that the decentralised management model of the department is performing optimally. •Possess knowledge of the governance framework and legislative imperatives set for the area of operation. •Be computer literate with a proficiency in MS Office Software applications.

KEY PERFORMANCE AREAS:- •Based on relevant policy imperatives, provide strategic leadership and ensure the development, implementation, monitoring and evaluation of an Annual District Health Services Delivery Plan. •Account in terms of planned initiatives for the delivery of health services in the District. •Coordinate and facilitate processes to prioritise health service delivery initiatives and the allocation of concomitant resources amongst health facilities in the District, whilst promoting service delivery equity. •Monitor and evaluate health service delivery within the District, identify high risk areas and facilitate timeous corrective action where required. •Provide transversal clinical support and other support services to Institutions. •Ensure the development of an innovative and human rights sensitive cadre of health workers at all levels. •Identify and address transversal health service delivery barriers that cannot be resolved at Institutional and district level and filter those requiring intervention at Provincial level. •Facilitate the process of ensuring universal health access (NHI) for UThukela Health District. •Oversee and coordinate the delivery of Emergency Medical Services (EMS) and Forensic Pathology Services (FPS) across the district. •Implement good governance, transparency, and accountability practices. •Drive all public health services within the district towards achieving and sustaining a **clean audit**. • Responsible for providing strategic leadership and overall management of all health services within the district. •Ensure the delivery of high-quality, equitable, and patient-centred care across the district, while driving compliance, efficiency, and continuous improvement. •Effectively manage and optimise all resources under your stewardship, including physical, and technological assets, to ensure efficiency, accountability, and maximum impact on service delivery. •Build and maintain strong relationships with community structures, oversight bodies, NGOs, and other health sector partners. •Participate in DDM, Operation Sukuma Sakhe (OSS) and other intersectoral collaborations. •Ensure all public health facilities on readiness for audits, inspections, and quality assurance assessments. •Promote a positive organisational culture in the district. •Supervise, mentor, and develop public health teams in ensuring high performance, continuous improvement, and policy compliance.

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DIRECTOR: LEVEL 13

ETHEKWINI HEALTH DISTRICT NORTH-WEST SERVICE AREA: REFERENCE.G49/2026
CLUSTER: DISTRICT HEALTH SERVICES
SALARY PACKAGE: R1 317 384.00 PER ANNUM

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NB//: The incumbent of this post will be required to possess the following skills: Innovation, Coordination, Human resources management, Risk Management, Monitoring and Evaluation and Financial Management skills.

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