



VACANCY ADVERTISEMENT

Vacancy Information Download

Reference Number:	KZNP/20231026/1208
Advert Reference Number:	PMMH/OM/GC/01/2023
Job Title:	OPERATIONAL MANAGER NURSING (PRIMARY HEALTH CARE)
Job Level:	10 - OSD
Vacancy Type:	Internal & External
Salary:	R 627 474.00 R703 752.00
Department:	KZN HEALTH
Component:	PRINCE MSHIYENI REGIONAL HOSPITAL
Employment Type:	Permanent
Center:	PRINCE MSHIYENI MEMORIAL HOSPITAL - GATEWAY CLINIC
Number Of Posts:	1

Duties/Responsibilities:

Manage and co-ordinate the implementation of holistic, comprehensive, specialized nursing care in PHC in conjunction with team members within professional and legal framework.
Provide efficient and effective management and leadership in the unit.
Ensure effective, efficient management of resources including staff, budgetary planning and procurement Process.
Supervise and monitor clinical competencies of staff ensuring that principles of nursing care are implemented.
Ensure that disciplinary measures are implemented in accordance with Labour Relations Act.
Ensure implementation of OHSC and Ideal clinic requirement.
Promote a harmonious conducive working environment to enhance quality patient care.
Facilitate and participate in development training and mentorship of staff and students.
Develop, monitor and evaluate staff performance through EPMDS.
Establish and maintain constructive working relationship with Nursing and other stakeholders.
Formulate ward policies, guidelines, SOP's and protocols.
Develop and implement strategies for Infection Prevention and Control in the unit.
Conduct clinical audits and verify statistics.
Strengthen ethics and professionalism in the unit.
Monitor and control the quality of patient care.

Qualifications and Experience:

Basic R425 qualification (i.e. Degree/Diploma) in nursing or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse
A post basic nursing qualification with duration of at least 1 year in 'Curative Skills in Primary Health Care' accredited with SANC.
Current Registrations with SANC as Professional Nurse
Current registration with the SANC (2023)
Experience: A minimum of nine (9) years appropriate/recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing.
At least five (5) years of the period referred to above must be appropriate/ recognizable experience after obtaining one 1 year post basic qualification in Primary Health Care

Essential Knowledge, Skills and Competencies Required:

Knowledge of nursing statutes and other relevant legislative frameworks.
Knowledge of Health Care Service delivery.
Knowledge of disciplinary processes.
Knowledge of basic / standard management principle of approach.
The ability to function well with a team.
Sound communication, interpersonal, counseling and time management skills.
Understanding of Human Resource needs and developments as well as financial policies and practices.
Decision making and problem solving skills.
Interpersonal skills in dealing with conflict management.
Knowledge and implementation of Batho Pele principles.
Supervisory and analytical thinking skills.
Ability to plan, organize own work, time and that of support personnel to ensure proper nursing care.
Ability to formulate departmental service standards.

Additional Information

OTHER BENEFITS

- Home Owner Allowance (conditions apply)
- 13th Cheque (conditions apply)
- Medical Aid (Optional)
- In- hospital Area Allowance(8% of basic salary)

RECOMMEDATION

- Computer literacy
- Valid driver's license

How to apply

To apply please log onto the e-Government Portal: <https://www.eservices.gov.za/> and follow the following process;

1. Register using your ID and personal information;
2. Use received one-time pin to complete the registration;
3. Log in using your username and password;
4. Click on “Employment & Labour”;
5. Click on “Recruitment Citizen” to create profile, update profile, browse and apply for jobs;

Or, if candidate has registered on eservices portal, access <https://www.eservices.gov.za/>, then follow the below steps:

1. Click on “Employment & Labour”;
2. Click on “Click on KZN Provincial Government e-Recruitment Vacancies, S'Thesha Waya Waya”;
3. Log in using your username and password;
4. Click on “Recruitment Citizen” to create profile, update profile, browse and apply for jobs;

For support, please send an email to: KZNHelpDeskRecruit@KZNpremier.gov.za

Closing Date : 03 Nov 2023

Disclaimer

DISCLAIMER FOR KZN E-RECRUITMENT SYSTEM

- a) The KwaZulu-Natal Provincial Government and all KwaZulu-Natal Provincial Public Entities are equal opportunity, affirmative action employers, and preference may be given to suitably qualified candidates from designated groups in terms of the Employment Equity Act, 1998. The filling of posts may also be guided by the Departments/ Entities Employment Equity plan/targets.
- b) If you do not hear from us within two months of the closing date, please regard your application as unsuccessful.
- c) Applications received after the closing date will not be considered.
- d) Please clearly indicate the name of the post and reference number of the position for which you are applying.
- e) Applicants applying for posts in KZN Government Departments via the online e-Recruitment system, must upload a copy of their CV onto the system. Certified copies of supporting documents need not accompany your application and CV, as these will be requested from shortlisted applicants only.
- f) Applicants applying for posts in KZN Public Entities via the online e-Recruitment system, must upload copies of all documents, including certified copies of all documents stipulated in the advert of the Public Entity.
- g) It is the responsibility of the applicant to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA), prior to the time the qualification documents are requested to be submitted to the KZN Provincial Department or Public Entity.
- h) Only candidates who meet the requirements may apply.
- i) Appointment is subject to verification of the qualifications of the applicant, reference checking, and securing a positive security clearance, in circumstances where this is in relation to the requirement/s for appointment to the post applied for.
- j) Applications from Recruitment Agencies will not be considered.
- k) Applications sent to incorrect email address will not be considered.
- l) The respective Provincial Departments and Public Entities reserve the right not to make an appointment.
- m) The appointed candidate shall be required to sign a performance agreement.
- n) Reference checks and/or confirmation of employment will be done with the current employer and candidates are advised to include references from the current employment in their application/CV to facilitate this.
- o) The respective Provincial Departments and Public Entities reserve the right to regard a negative record on any verification check or risk assessment conducted, as sufficient grounds for refusal to select a candidate for appointment.

By utilising the KZN Provincial e-Recruitment system, you hereby specifically acknowledge that you have read and accepted the following disclaimer:

I understand and agree that where information is provided, whether personal or otherwise, it may be used and processed by the owner of this e-Recruitment system, and such use may include placing such information in the public domain.

All reasonable measures to protect the personal information of users will be taken, provided that for the purpose of this disclaimer (personal information) will be as defined in the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000) and the Protection of Personal Information Act, 2013 (Act No. 4 of 2013).

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By using the KZN Provincial e-Recruitment system, I specifically consent and submit to the jurisdiction of the South African Courts in regard to all proceedings, actions, applications, or the like, instituted by either party against the other where necessary.

If you do not agree to be bound by these terms, please do not make applications for posts through the KZN Provincial e-Recruitment system.