



VACANCY ADVERTISEMENT

Vacancy Information Download

Reference Number:	KZNPG/20240216/1426
Advert Reference Number:	MAD 05 /2024
Job Title:	OPERATIONAL MANAGER NURSING (GENERAL) (NIGHT DUTY)
Job Level:	9
Vacancy Type:	Internal & External
Salary:	R497 193.00 R559 686.00 per annum
Department:	KZN HEALTH
Component:	MADADENI REGIONAL HOSPITAL
Employment Type:	Permanent
Center:	Madadeni Hospital
Number Of Posts:	1

Duties/Responsibilities:

- .Provide effective and professional leadership during the night.
- .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, protocols, plan and strategies aimed at achieving service excellence.
- .Promote implementation of Batho Pele principles, Patient's Rights Charter and acceptable professional/ clinical-ethical standards within the applicable legal framework.
- .Participate and ensure implementation on National Core Standards, National Health Priorities and quality improvement initiatives including national priority program plans.
- .Identify staff training needs, ensure that effective 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, procedures.
- .Ensure effective data management at night.
- .Ensure all night services are coordinated.
- .Improve quality of care through reduction of patient complains, public complains and waiting times.
- .Ensure that accurate, reliable statistics and reports are generated.
- .Deal with grievances and labour relation issues in terms of laid down policies and procedures

Qualifications and Experience:

- .Basic R425 qualification (i.e. Diploma/Degree in Nursing) or equivalent qualification that allows registration with SANC as a Professional Nurse.
- .Minimum of 7 years appropriate recognizable experience in nursing after registration as a professional nurse with SANC in General Nursing
- .Proof of Current registration with SANC (2024 Receipt)
- .Certificate of Service from previous and current employer endorsed and stamped by HR must be attached.

Essential Knowledge, Skills and Competencies Required:

- .Advanced knowledge and skills of nursing care processes and procedures, nursing statutes and other relevant legal framework Nursing Act, Health Act, Occupational Health and Safety act, Labour relations Act, Public service regulations Patients' Rights Charter, Batho Pele principles, etc
- .Strong interpersonal, communication (verbal and written) and presentation skills.
- .Ability to make independent decisions, problem solving and conflict resolution.
- .Ability to prioritize issues and other work related matters and to comply with time frames.
- .High level of accuracy, initiative and innovation.
- .Insight into the public health sector strategies and priorities including nursing strategy, standard procedure and policies pertaining to nursing care.
- .Basic computer skills
- .Knowledge of nursing care delivery approaches
- .Sound knowledge of Nursing Management
- .Conflict management, Mentorship, supervisory and change management skills

Additional Information

RECOMMENDATIONS

.Midwifery & Psychiatry

.Previous experience in Nursing Management.

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 : 15 Mar 2024

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.