



VACANCY ADVERTISEMENT

Vacancy Information Download

Reference Number:	KZNPG/20260701/4360
Advert Reference Number:	PMMH 02/2026
Job Title:	ASSISTANT NURSING MANAGER (SPECIALTY STREAM)
Job Level:	10
Vacancy Type:	Internal & External
Salary:	R 785 568.00 R884 940.00 P.A.
Department:	KZN HEALTH
Component:	PRINCE MSHIYENI REGIONAL HOSPITAL
Employment Type:	Permanent
Center:	PMMH-OBSTETRICS & GYNAECOLOGY (O&G)
Number Of Posts:	1

Duties/Responsibilities:

Coordinate Optimal, Holistic Specialized Nursing Care Within a Professional and Legal Framework -Plan, organize and monitor the objectives of the Obstetrics and Gynaecology Unit in consultation with subordinates. -Provide a therapeutic environment for staff, patients and the public. -Ensure the provision of comprehensive, quality nursing care in accordance with identified patient needs and professional standards. -Delegate duties and support staff in the execution of patient care delivery. -Provide direct and indirect supervision of nursing and support personnel. -Ensure continuity of patient care through effective handovers, ward rounds and maintenance of records. -Liaise and communicate effectively with the multidisciplinary team and other departments within the hospital. -Monitor compliance with clinical governance, patient safety and infection prevention and control standards. Manage Effectively the Utilization and Supervision of Resources Human Resources -Coordinate staff allocation, duty rosters, leave schedules and shift management. -Ensure adequate staffing levels to meet service delivery requirements. -Monitor staff attendance, performance and conduct. -Conduct performance reviews and support staff development. -Implement labour relations policies, disciplinary procedures and grievance processes. -Promote employee wellness and support programmes. Financial and Material Resources -Monitor utilization of financial resources and promote cost-effective service delivery. -Manage procurement and stock control of consumables and equipment. -Ensure availability and maintenance of functional equipment. -Participate in budget planning and provide input on resource requirements. -Ensure proper control of medicines, including schedule drugs and ward stock. -Monitor emergency trolley checks and equipment maintenance. Support Services -Monitor cleaning, laundry, waste management and other support services within the unit. -Ensure effective record keeping and communication systems. Coordinate the Provision of Effective Training and Research -Facilitate orientation, induction and mentoring of newly appointed staff. -Coordinate in-service training and continuous professional development activities. -Support nursing education and clinical accompaniment of students. -Identify training needs and promote learning opportunities for all categories of staff. -Participate in evidence-based nursing practice and research activities. -Maintain accurate training records and reports. Provide Effective Support to Nursing Services -Assist with relief duties for Operational Managers and Nursing Managers when required. -Participate in management meetings and quality improvement initiatives. -Support implementation of strategic and operational plans within the O&G component. -Promote teamwork and multidisciplinary collaboration. Maintain Professional Growth, Ethical Standards and Self-Development -Uphold the Code of Conduct for the Public Service and South African Nursing Council. -Maintain professional registration and competencies. -Participate in continuous professional development activities. -Promote Batho Pele principles and patient-centred care.

Qualifications and Experience:

Basic R425 qualification (i.e. Diploma/ Degree in General Nursing and Midwifery) that allows registration with the 'South African Nursing Council' (SANC) as a Professional Nurse.

A post basic qualification in Obstetrics and Gynaecology or Advanced Midwifery with duration of at least 1 year, accredited with the SANC

Certificates of Registration with the SANC (General Nursing and Midwifery)

Current registration with the SANC (2026)

A minimum of 10 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing.

At least 6 years of the above experience must be appropriate/recognizable experience in Obstetrics and Gynaecology services after obtaining the relevant post-basic qualification.

At least 3 years of the period referred to above must be at a management level.

Essential Knowledge, Skills and Competencies Required:

In-depth knowledge of nursing care processes, nursing statutes, and relevant legal frameworks including the Nursing Act, National Health Act, Occupational Health and Safety Act, Patients' Rights Charter, Batho Pele Principles, Public Service Regulations, Labour Relations Act, Disciplinary Code and Grievance Procedures.

Sound knowledge of Maternal, Neonatal and Women's Health policies, guidelines, and quality assurance systems.

Leadership, organizational, decision-making and problem-solving skills.

Interpersonal, communication, negotiation, conflict management and counselling skills.

Financial and budgetary management skills pertaining to resources under management.

Knowledge of Human Resource Management and Labour Relations policies and procedures.

Computer literacy in Microsoft Office applications.

Ability to coordinate, supervise and monitor nursing services within the O&G component.

Additional Information

OTHER BENEFITS

Home Owner Allowance (conditions apply)

13th Cheque (conditions apply)

Medical Aid (Optional)

In- hospital Area Allowance (8% of basic salary)

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 : 24 Jul 2026

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.