



## social development

Department:  
Social Development  
NORTHERN CAPE  
REPUBLIC OF SOUTH AFRICA

**POST NAME:** Professional Nurse (Grade 1 - 3) x 1

**SERVICE POINT:** Northern Cape Substance Abuse Treatment Centre

**REFERENCE NUMBER:** PN/PROV/SATC/2022/04/26

---

**SALARY PER ANNUM:** R260 760.00- R492 756.00 (Salary will be in accordance with the OSD)

**\*\*Applications must include Certificates of Service for recognition of previous work experience\*\***

### JOB PURPOSE

To Provide holistic nursing care to patients in a cost effective, efficient and equitable manner.

### REQUIREMENTS AND COMPETENCIES

- ❖ A Degree/ Diploma or equivalent qualification NQF 6 in Nursing (Community health science, psychiatric nursing and midwifery).
- ❖ Registration with the SANC as a professional nurse with proof of registration.
- ❖ Must have worked within a psychiatric care environment
- ❖ A diploma in clinical nursing science, health assessment, treatment, basic life support (with a valid certificate for 2 years) and care including experience in trauma nursing will be an advantage

### MAJOR JOB FUNCTIONS

- ❖ Provide direction and supervision for the implementation of the nursing plan (clinical practice/quality patient care)
- Implement a comprehensive nursing care plan/program for the promotion of health, self-care, treatment and rehabilitation of patients.
- Administer treatment plan of common or minor primary health conditions presented at primary care facilities in accordance with prescribed norms and standards, guidelines and treat conditions of patients as prescribed.
- Screen health problems and diseases in accordance with prescribed



- Maintain a therapeutic relationship and environment in which health care can be provided optimally and safely.
- Report and communicate on the continuity of care to the Multi-disciplinary Team and the Centre Manager.
- Case Manager clients with dual diagnosis, i.e. clients who apart from substance use disorders has other underlying mental health issues and make necessary referrals to the relevant institution.
- Create and maintain a complete and accurate nursing record for individual health care users
- Audit clinical records by analyzing data
- Participate in health promotion and illness prevention initiatives and contribute to their evaluation
- Demonstrate and understand traditional healing practices within the health care user's belief.
- ❖ Implement standards, practices, criteria and indicators for quality nursing (quality of practice)
- Maintain a plan to improve the quality of nursing and health care
- Implement quality improvement plan
- Participate in the auditing of quality of nursing and health care
- Assist in the development of nursing and improvement of standards of care through research.
- Create environment and learning opportunities that foster professional growth and improvement in nursing and health care.
- Actively engage in the education and training of students in the health care system.
- Perform or carry out interventions ranging from personal care with active involvement of patients and other members of the team.
- Develop and documents interventions and progress of patients to facilitate continuity of care
- Participate in the formulation and review of nursing interventions through comprehensive and on-going assessment.
- Identify health indicators and risk factors and conduct client satisfaction surveys.
- ❖ Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care
- Maintain a professional and ethical practice as well as an enabling environment for ethical practice
- Protect and advocate rights of patients regarding health care
- Implement patient care standards, policies and procedures
- Compliance and adherence to the relevant to the relevant acts/prescripts applicable within the nursing environment.



- Contribute to the education and professional development of students
- Apply the principles of nursing care in service rendering, for the maintenance of professional excellence.
- Implement nursing care management activities according to the standards of Practice and scope of Practice and act upon breaching of laws relating to nursing practice and professional code of conduct and practice standards.
- Implement quality improvements plan, the Nursing Act and Regulations, the Code of Ethics and professional Practice of the South African Nursing Council.
- Implement procedures that maintain effective infection control and occupational and safety measures in accordance with Occupational Health & Safety legislation.
- ❖ Maintain a constructive working relationship with nursing and other stakeholders
- Collaboration with members of the health and social care teams and assist in the decision – making pertaining to health care delivery.
- Communicate with the multi – disciplinary health teams, organizations and special interest groups when dealing with community health issues and needs
- Disseminate information on epidemics, nutritional disease, maternal and infant morbidity and mortality and other common diseases.
- Participate in health promotion and illness prevention initiatives.
- Implement nursing interventions to achieve expected outcomes.
- ❖ Utilize human, material and physical resources efficiently and effectively.
- Contribute to the training and professional development to the enrolled nurses through skills transfer and supervision
- Maintain the duty roster, leave schedules and attendance register
- Maintain accountability and responsibility for nursing care activities.
- Material and Physical Resources –
- Order stock
- Report maintenance of equipment
- Capturing of the Health Assessment of clients of the E-rehab system



Enquiries: Ms. E Snyders

Tel: (053) 802 3309 (Substance Abuse Treatment Centre)

The Northern Cape Social Development is an equal opportunity, affirmative action employer. The Employment Equity Plan of the Department shall inform employment decision. It is the Department's intention to promote equity (race, gender and disability) through filling of the post (s). Women and persons with disability are encouraged to apply.

The post advertised is in line with PHSDSBC Resolution 1 of 2009 – Agreement on implementation of an occupational specific dispensation for Social Service Professions. It is the Department's intention to promote equity through the filling of posts, according to the set Employment Equity targets. To facilitate this process successfully, an indication of race, gender and disability status is required. **Applications must be submitted on form of new Z83**, obtainable from any Public Service department or on the internet at <http://www.info.gov.za/documents/forms/employ.pdf> and should be accompanied by a recently updated, comprehensive CV as well as certified copies of all qualification(s) [Matric certificate must also be attached] and ID-document and Driver's licence [where applicable]. Non-RSA Citizens/Permanent Resident Permit Holders must attach a copy of his/her Permanent Residence Permit to his/her application. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). **No faxed or emailed applications will be considered. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short listed candidates ONLY.** Suitable candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial/asset record check, qualification/study verification and previous employment verification). Successful candidates will also be subjected to the security clearance processes. Where applicable, candidates will be subjected to a skills/knowledge test. Successful candidates will be appointed on a probationary period of twelve (12) months, should such a need be identified. **The Department reserves the right not to make appointment(s) to the advertised post(s).**

All applications, quoting the relevant reference number, must be directed to:

Postal Service:  
Registry (Provincial Office)  
Department of Social Development  
Private Bag 5042  
Kimberley  
8301

Hand delivery to Registry:  
Latlhi Mabilo Complex  
Barkly Road  
Homstead  
Kimberley  
8301

Attention: Mr. P Abrahams ( Provincial Office)

Publication Date: 24 April 2022

Closing date: 13 May 2022 @ 16h00

Appointment Date: 01 August 2022

*If you have not received any correspondence within 6 weeks of the closing date, please assume that your application has been unsuccessful and the process has been concluded.*

