South African Nursing Council
Regulating nursing, advocating for the public

The South African Nursing Council (SANC) is the body entrusted to set and maintain standards of nursing education and practice in the Republic of South Africa. It is an autonomous, financially independent, statutory body, initially established by the Nursing Act, 1944 (Act No. 45 of 1944), and currently operating under the Nursing Act, 2005 (Act No. 33 of 2005). The SANC currently has the following vacancies, candidates that meet the requirements as provided are invited to apply.

EXTERNAL ADVERTISEMENT

DATE ISSUED   : 29 JANUARY 2024

DEPARTMENT   : PROFESSIONAL PRACTICE

POSITION   : PROFESSIONAL OFFICERS: INSPECTORATE X2

REFERENCE NUMBER   : POI/02/12/2023

REMUNERATION   : R764 540.86 PER ANNUM TOTAL COST TO COMPANY

TERMS OF APPOINTMENT   : PERMANENT

CLOSING DATE   : 16 FEBRUARY 2024

MINIMUM REQUIREMENTS:

- Grade 12.
- Diploma or Degree in nursing.
- An additional qualification in Advanced midwifery/ Paediatric/Child Nursing/ Mental Health Nursing and Intensive Care Nursing, or Adult/Child Critical Care, Health Assessment, Treatment and Care or Primary Care Nursing.
- Minimum of 5 years nursing practice experience.
- Valid Annual Practice Certificate.
- Valid driver's license.

Chairperson: Dr MC Molepo, Vice-Chairperson: Prof DR Phetlhu, Registrar and CEO: Prof NG Mtshali

ADDED ADVANTAGE REQUIREMENTS

- Working experience in conduction of inspection.

OTHER REQUIREMENTS:
- Must be prepared to travel extensively.
- Ability to work under pressure and meet deadlines.
- Working beyond normal working hours within the Basic Conditions of Employment Act provisions.

KNOWLEDGE REQUIRED:
- Nursing act, National Health Act, Mental Health Act.
- SANC Regulations for Professional Practice.
- Health and Nursing Legislation, including relevant health legislation and other relevant Acts.
- Relevant health policies.

COMPETENCIES/ SKILLS:
- Job knowledge.
- Technical skills.
- Acceptance of responsibility.
- Quality of work.
- Reliability.
- Initiative.
- Interpersonal relationship.
- Flexibility.
- Teamwork.
- Planning and execution.
- Manage resources.
- Communication.
- Customer orientation.

KEY PERFORMANCE AREAS:
- Implement the Inspectorate strategy in line with Professional Practice strategy.
- Establish the Inspectorate system and development of the sectional operational plan with clear targets.
- Contribute to the development, review of legislation and nursing regulations.
- Contribute to the development of policies, guidelines, and standard operating procedures (SOPs) within the Inspectorate section.
- Contribute to development of the inspection schedule/plan in line with the guidelines or SOPs.
- Develop and maintain the inspection database including relevant inspection tools.
- Conduct inspections in health establishments and facilities where nursing care is provided.
- Conduct all risk based and high-profile inspections and refer them to preliminary investigation where necessary.
- Provide reports to the Manager Inspectorate, Senior Manager Professional Practice and to relevant Committees of the Council.

- Perform ad hoc tasks as delegated by the line manager/ supervisor.
- Manage resources (i.e. human resources, financial resources, physical and information resources).

NB: Applications must be completed in full on the prescribed form, obtainable from the SANC website (www.sanc.co.za). **Applications must be e-mailed to** poi2@sanc.co.za.

Incomplete applications or those which do not meet the above requirements will not be considered.

The application must include only a fully completed and signed SANC Form, obtainable from the South African Nursing Council (SANC) website and a detailed Curriculum Vitae. Certified copies of Identity Document, Grade 12 Certificate and the highest required qualifications, professional affiliation certificate as well as a driver's licence where necessary, will only be submitted by shortlisted candidates to the Human Resources Department on or before the day of the interview date. The SANC may request academic record for general qualifications/Certificates that does not specify the major courses to determine the major course of the qualification. It is compulsory for successful candidates to belong to a medical aid scheme if they do not belong to their spouses' medical aid. Failure to do so will result in your application being disqualified.

Furthermore, all applications must be accompanied by proof of professional registration and foreign qualifications must be accompanied by a SAQA evaluation certificate.

The SANC will conduct background checks (e.g. employment verification and reference checks as indicated on the CV, as well as in respect of criminal record, citizenship, financial records, qualifications, driver's license and professional registration, if applicable). First preference will be given to South African citizens. The successful candidate will be appointed on a 12-month probation basis and will be permanently employed if all of the performance requirements are met during probation.

Please note: Correspondence will be limited to shortlisted candidates only; therefore, if you have not been contacted within four (4) months of the closing date of this advertisement, please accept that your application was not successful. The SANC is committed to employment equity and therefore people living with disabilities are encouraged to apply. Enquiries may be directed to Mr. P Mahanyele at Tel. no. (012) 420 1068. The South African Nursing Council reserves the right not to make any appointment.

ERRATUM: Kindly note that the advert that was placed in the Sunday times newspaper dated 17 December 2023 with a closing date of 19 January 2024 is withdrawn due to the mailbox that was not active. Candidates who tried to apply previously are encouraged to reapply by using the new email address poi2@sanc.co.za. **We apologise for the inconvenience.**