

**PROVINCIAL ADMINISTRATION: KWAZULU NATAL
DEPARTMENT OF HEALTH**

This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the department.

OTHER POSTS

<u>POST 29/18</u>	:	<u>HEAD CLINICAL UNIT (MEDICAL) GR 1 – PLASTIC SURGERY REF NO: GS 18/24</u> Component: Surgery
<u>SALARY</u>	:	R1 976 070 per annum, (all-inclusive package), consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, Plus Commuted overtime which is based on Departmental operational needs. Employee must sign the commuted overtime contract form annually.
<u>CENTRE REQUIREMENTS</u>	:	Greys Hospital, PMB Metropolitan Hospitals Complex Senior Certificate or equivalent MBCHB or Equivalent qualification Plus A specialist qualification in the appropriate Health Science, Plus Registration with the Health Professions Council of South Africa for independent practice as a Plastic and Reconstructive Surgery Specialist with significant experience in the relevant discipline; At least five years post registration experience as a Specialist in Plastic and Reconstructive Surgery. (Only shortlisted candidates will be required to submit proof of all documents). Recommendations: Experience in a tertiary environment, research experience and management training will be a recommendation. Knowledge, Skills, Attributes and Abilities Participation in the after-hours call system is essential Appropriate Specialist procedures and protocols within field of Plastic and Reconstructive Surgery Sound knowledge of Human Resource management. Financial Management – monitoring of expenditure, Essential Drug List, Management functions – policy analysis and implementation, strategic management, project management, information management, total quality management and improvement, legal aspects, patient care and service delivery, applicable mandatory requirements and Acts, Regulations, Protocols and Guidelines used in Health Services. Planning and developing an appropriate program for Plastic and Reconstructive Surgery advancement in the Metropolis and in the referring regional hospitals. Good communication, leadership, decision-making and clinical skill. Develop and foster co-operation with Medical School and UKZN. Competence in undergraduate, post graduate and subspecialty training. Computer literacy.
<u>DUTIES</u>	:	Clinical Care Incumbent to provide plastic surgery services at Grey's Hospital, in the Pietermaritzburg Metropolitan Hospitals Complex and the tertiary drainage area; Participate in the delivery of a 24-hour in-patient and out-patient plastic surgery care within the Pietermaritzburg Metropolitan Hospitals Complex and the tertiary drainage hospitals; Develop management protocols for plastic surgery patients in accordance with the level of care of the Metropolis and referral hospitals; Provide appropriate plastic surgery care to patients in the Metropolis and tertiary drainage area; Maintain and monitor specialist, medical officer and registrar plastic surgery call system Accept responsibility for continuous professional development in plastic surgery (in reach and outreach program) in area 2 Develop and participate in outreach program for plastic surgery for area 2 Scholarship Provide support, supervision and mentorship to colleagues, postgraduate students and medical officers within plastic surgery Manage the postgraduate training for plastic surgery in Grey's hospital including clinical training and MMed research support Participate in and support the UKZN academic program for the plastic surgery department Stimulate and conduct sponsored and non-sponsored research activities for departmental and institutional development. Professionalism Incorporate the principles of proper discipline within plastic surgery, good communication within the department and other disciplines, interdisciplinary collaboration and proper ethics within plastic surgery Governance Develop infrastructure and equipment procurement and maintenance plans for plastic surgery Develop plans for staff recruitment, retention, development and performance assessment for plastic surgery at Grey's hospital Procure appropriate theatre equipment to meet tertiary needs Accept responsibility for development and fulfilment of departmental objectives. Provide appropriate CPD activities within the employing institution (Grey's Hospital) Institute Quality Assurance plans to maintain and improve plastic surgery standards in the Metropolis and in the referring hospitals. Foster

collaboration with other hospitals within the tertiary drainage areas to improve level of care locally and to facilitate proper referral patterns. Administration and Management Implement personal time management Have a plan for management of all resources required for plastic surgery at Grey's hospital. This must include consumables required for surgical and outpatient procedures. Active management of outpatient clinic, ward and theatre for plastic surgery together with nursing collaboration must occur. The plastic surgery department must have a vision, strategic and operational plan that is in line with Grey's hospital plan Projects Exercise cost-control on the professional activities of the Department to contain expenditures to the allocated budget. Develop data collection system for plastic surgery

**ENQUIRIES
APPLICATIONS**

: Dr V Govindasamy Tel No: (033) 897 3379/81
: Applications to be forwarded to: The Human Resources Management Office, Greys Hospital Private Bag X9001, Pietermaritzburg, 3200 or email to Malinee.chandul@kznhealth.gov.za Khazimula.goba@kznhealth.gov.za.

**FOR ATTENTION
NOTE**

: Mrs M Chandulal
: Directions to Candidates: Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the new Z83 form and a detailed curriculum vitae only. It is envisaged that the successful candidate will be sharing administrative duties and responsibilities at Grey's Hospital. This will facilitate optimum service provision at Grey's hospital and the relevant drainage area. The employment equity target for this post is: African Male, African Female.

CLOSING DATE

: 30 August 2024

POST 29/19

: **MEDICAL SPECIALIST (GRADE 1,2,3) REF NO: GS 17/24**
Component: Pulmonology

SALARY

: Grade 1: R1 271 901 per annum
Grade 2: R1 451 214 per annum
Grade 3: R1 680 780 per annum
All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, Plus Commuted Overtime which is subject to the needs of the department. Incumbents will have to sign the commuted overtime contract form annually.

**CENTRE
REQUIREMENTS**

: Greys Hospital, Pietermaritzburg Complex
: **Grade 1:** Not applicable; Registration with the HPCSA as a Medical Specialist **Grade 2:** 5 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist. **Grade 3:** 10 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist MBChB or equivalent Registered HPCSA qualification as a Specialist in Internal Medicine (Specialist Physician) Certificate in Pulmonology (SA) or equivalent qualification (if not trained in South Africa) Current Registration with the Health Professions Council of South Africa as a Pulmonologist. Only shortlisted candidates will be required to submit proof of all documents, certificate of service endorsed by HR Department. Recommendations: Competent in interventional pulmonology Experience in working in a Pulmonology unit Knowledge, skills, experience and competencies, as below. Knowledge, Skills, Attributes and Abilities: Sound clinical Pulmonology and patient management skills A working knowledge of human resource management; information management; quality assurance programs; current health and public service legislation, regulations and policy; medical ethics; financial management. Teaching and research experience.

DUTIES

: Incumbent to be based at Greys Hospital. Clinical Responsibilities: Participation in Tertiary Pulmonology Services (both In-patient and Out-patient) in the Pietermaritzburg Metropolitan Area including Outreach Programs and development of Pulmonology services in Area 2 Clinical responsibility in the discipline of Pulmonology and General Specialist Internal Medicine with after-hours participation (based on departmental operational need) Performance of clinical procedures generally done by Pulmonologists. Management Responsibilities: Development and support of Specialist Pulmonology Services in the Tertiary Drainage area of Greys Hospital. Oversight and management of clinical and allied staff in the Pulmonology Unit Oversight and management of infrastructure, equipment and consumables in the Pulmonology Unit Liaison with Institutional Management in hospitals in PMB Metro, the uMgungundlovu District and the Tertiary Drainage area. Liaison with the Head Clinical Department in Internal Medicine in Pietermaritzburg and Head of Pulmonology at the University of KwaZulu Natal. Participation in and support of administrative and clinical governance

activities in the PMB Departments of Pulmonology and Medicine Training and Research Responsibilities Support of Staff Training including subspecialty Pulmonology training in the PMB Metropolitan area under the auspices of the Department of Pulmonology at the University of KwaZulu Natal Participation in and support of the Medical Undergraduate and Postgraduate Training Programs in the PMB Departments of Pulmonology and Internal Medicine Participation in and support of clinical research and quality control activities in the PMB Departments of Pulmonology and Medicine

- ENQUIRIES** : Dr M Bizaare Tel No: (033) 897 3290
- APPLICATIONS** : Applications to be forwarded to: The Human Resources Management Office, Greys Hospital Private Bag X9001, Pietermaritzburg, 3200 or email to Malinee.chandul@kznhealth.gov.za Khazimula.goba@kznhealth.gov.za.
- FOR ATTENTION** : Mrs M Chandulal
- NOTE** : Directions to Candidates: Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the new Z83 form and a detailed curriculum vitae only. The Employment Equity Target for this post is: African Male and African Female.
- CLOSING DATE** : 30 August 2024
- POST 29/20** : **MEDICAL SPECIALIST: ANAESTHETICS & CRITICAL CARE SERVICES REF NO: EMP01/2024**
- SALARY** : Grade 1: R1 271 901 – R1 348 635 per annum
Grade 2: R1 451 214 - R1 538 967 per annum
Grade 3: R1 680 780 – R2 097 327 per annum
(All-inclusive salary packages, which consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules). Other Benefits: 18% In-Hospitable Allowance of basic salary, Commuted Overtime (Conditions attached)
- CENTRE** : Queen Nandi Regional Hospital (Empangeni)
- REQUIREMENTS** : An appropriate qualification that allow registration with HPCSA as a Medical Practitioner. An appropriate qualification that allows registration with HPCSA as a Medical Specialist in Anesthetics, Registration certificate with HPCSA as Medical Specialist in Anesthetics, HPCSA Current registration (2023-2024) Experience: **Grade 1:** No experience required for Grade 1. **Grade 2:** Minimum of 5 years relevant experience after registration with HPCSA as a Medical Specialist in Anesthetics, **Grade 3:** Minimum of 10 years relevant experience after registration with HPCSA as a Medical specialist in Anesthetics. Knowledge, Skills and Competencies Required: Good communication skills, facilitation and teambuilding skills. Demonstrated personal qualities and strengths such as leadership, enthusiasm, commitment and a pioneering spirit. Computer literacy. Special interest in Anesthetics health care systems development, support and outreach.
- DUTIES** : Strengthen and deliver Anesthetics clinical services in the Department of Anesthetics & Critical Care at QNRH. Provide support for the Clinical Unit Head in the management of the Anesthetics Department, including human and financial resources. Provide support for the Executive Head of Anesthetics in strategic and financial oversight of clinical services, participate in and provide technical support in regional and provincial child activities. Assist with Anesthetics services coordination between levels of care. Assist in quality improvement activities including clinical audit, data management, monitoring and evaluation. Actively participate in the academic under- and post-graduate Anesthetics training program (including medical student's clinical teaching). Perform and supervise Anesthetics operational research activities in the Department of Anesthetics at QNRH. Perform overtime as required in Anesthetics Department and outreach activities to district hospitals.
- ENQUIRIES** : Dr M Samjowan Tel No: (035) 9077008
- APPLICATIONS** : All applications must be forwarded to: Human Resources Offices at Queen Nandi Regional Hospital Private Bag X20005, Empangeni, 3880. Physical Address: 21 Union Street, Empangeni, 3880. Email Address:queennandihospital.hrjobapplication@kznhealth.gov.za
- FOR ATTENTION** : Deputy Director Human Resources Mr SM Ndabandaba Tel No: (035) 907 7011
- NOTE** : Applicants are requested to apply with a new Z83 Application Form obtainable at any Government Department or the website www.kznhealth.gov.za (effective from 01.01.2021). The Z83 form must be completed in full and page 2 duly signed. Clear indication of the post and reference number that is being applied for must be indicated on Z83. Detailed Curriculum Vitae (CV). Information such as educational qualifications,

date(s) of registration with council, relevant work experience and periods in service should be clearly indicated on the CV. Applicants are not required to submit Copies of qualifications and other relevant documents on application. Such documents will be requested from shortlisted candidates only. General information: Short-listed candidates must be available for interviews at a date and time determine by the KZN Department of Health. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). People with disabilities should feel free to apply. Males are encouraged to apply for this post. Applicants are respectfully informed that, if no notification is received within 3 months after the closing date, they must consider their applications unsuccessful. It is the applicant's responsibility to have a foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA). All employees in the Public Service that are presently on the same salary level but on a notch/package above of the advertised post are free to apply. Fingerprints will be taken on the day of the interview. The social media accounts of shortlisted applicants may be assessed. Due severe budgetary constraints that the hospital is currently facing, candidates are respectfully advised that the following cost cutting measures will apply. Subsistence & Travelling (S&T) allowance claims will not be processed. Resettlement and or relocation claims will not be paid. The Hospital has a limited accommodation; therefore, incumbents appointed for the post should arrange their own private accommodation prior the assumption of duty NB: Shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s and/or certified copies of qualifications prior to the date of the interview.

- CLOSING DATE** : 30 August 2024
- POST 29/21** : **MEDICAL SPECIALIST; 2 POSTS – OBSTETRICS AND GYNAECOLOGY: GRADE 1, 2, 3: REF NO: MGMH04/2024 (X2 POSTS)**
- SALARY** : Grade 1: R1 271 901 – R1 348 635 per annum
Grade 2: R1 451 214 – R1 538 967 per annum
Grade 3: R1 680 780 – R2 097 327 per annum
- CENTRE** : Mahatma Gandhi Memorial Hospital
- REQUIREMENTS** : **Grade 1:** Senior Certificate/Matric, MBCHB degree or equivalent qualification Certificate of registration with Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. Current (2024) registration as a Medical Specialist in Obstetrics and Gynaecology with HPCSA and Unendorsed valid Code B driver's license. **Grade 2:** Senior Certificate/Matric, MBCHB degree or equivalent qualification Certificate of registration with Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. Current (2024) registration as a Medical Specialist in Obstetrics and Gynaecology with HPCSA and Unendorsed valid Code B driver's license PLUS A combination of 5 years' actual service and / or recognizable experience after registration with the HPCSA as Medical Specialist. **Grade 3:** Senior Certificate/Matric, MBCHB degree or equivalent qualification Certificate of registration with Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. Current (2024) registration as a Medical Specialist in Obstetrics and Gynaecology with HPCSA and Unendorsed valid Code B driver's license PLUS A combination of 10 years' actual service and / or recognizable experience after registration with the HPCSA as Medical Specialist. Recommendations Applicants with experience as a medical specialist in Obstetrics and Gynaecology at a regional hospital, Applicants who can commence duty immediately Knowledge, Skills, Training and Competencies Required: Sound knowledge and skills associated with the practice of Obstetrics and Gynaecology. Ability to work as a part of a multidisciplinary team, with good communication, leadership and administrative skills. Knowledge of current Health Legislation and policies at Public Institutions.
- DUTIES** : Provision of regional Obstetrics and Gynaecology services in the Northern Ethekwini District, including ambulatory, in- patient and emergency services. Specialist services will be performed at Mahatma Gandhi Memorial Hospital and/ or Dr Pixley Ka Isaka Seme Memorial Hospital Complex, in line with the commissioning plan in the Northern Ethekwini District. Participate in compulsory commuted overtime for specialists. Participate in outreach programs in the catchment area. Governance: Implementation

of Quality Assurance Programs: audits, morbidity and mortality reviews, clinical guidelines and protocols. Active oversight of medical staff, Infrastructure, equipment and consumables. Teaching and Research: Participate in the teaching and training of undergraduate, post graduate and vocational students, join the University of Kwazulu-Natal (UKZN) as a member of the Faculty of Health Sciences, School of Clinical Medicine, Department of Obstetrics and Gynaecology. Maintain satisfactory clinical, professional and ethical standards in the department.

**ENQUIRIES
APPLICATIONS**

: Dr B. Hira Tel No: (031) 502 1719
 : Please forward application quoting the reference number to the Human Resource Office, Mahatma Gandhi Memorial Hospital, Private Bag X13, Mount Edgecombe, 4300 or Hand Delivered can be submitted to Human Resources or email to: sakhile.gwala@kznhealth.gov.za

**FOR ATTENTION
NOTE**

: Mr E.S Gwala
 : The following documents must be submitted: Applicants must utilize the most recent Z83 application form for employment obtainable from any government department or from the website-www.kznhealth.gov.za. Applicants are required to complete and submit Z83 Form and Curriculum vitae (CV). Z83 form must be completed in full in a manner that allows a selection committee to assess the quality of a candidate based on the information provided in the form. Applicants are NOT required to submit copies of qualifications and other relevant documents on application but must submit the Z83 form and detailed curriculum vitae (CV). The certified copies of qualifications and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. The reference number of the post must be indicated in the column provided on the Z83 application form e.g. MGMH04/2024. N.B: failure to comply with the above instructions will disqualify applicants. Applicants are advised that due to a number of applications anticipated, individual applications will not be acknowledged. Should you not receive a Response within six (6) weeks after the closing date the application must be considered unsuccessful. People with disability should feel free to apply. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representativity in all levels of all occupational classes of the department. S & T and Resettlement will not be paid to the eligible candidates due departmental budgetary constraints.

CLOSING DATE

: 30 August 2024

POST 29/22

: **PROFESSIONAL NURSE SPECIALTY – OBSTETRICS & GYNAECOLOGY REF NO: GJGM 19/2024 (X2 POSTS)**
 Component: Nursing Management Services
 Re-advertisement

SALARY

: Grade 1: R451 533 per annum
 Grade 2: R553 545 per annum
 Other Benefits: 13th Cheque, Medical Aid – optional, 8% inhospitable allowance, Home owner allowance, employee must meet prescribed requirements

**CENTRE
REQUIREMENTS**

: General Justice Gizenga Mpanza Regional Hospital
 : **Grade 1:** Diploma/ Degree in General Nursing and Midwifery. One year post basic qualification in Midwifery and Neonatal Nursing Science (Advanced Midwifery). A minimum of four (4) years appropriate/Recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing and Midwifery. Current registration with the S.A.N.C. (2024 Receipt). **Grade 2:** Diploma in General Nursing and Midwifery. One year post basic qualification in Midwifery and Neonatal Science (Advanced Midwifery). A minimum of fourteen (14) years appropriate/recognizable experience in Nursing after registration as a Professional Nurse with SANC in General Nursing. At least ten (10) years of the period referred to the above must be appropriate/recognizable experience in the Obstetric and Gynae specialty after obtaining the one (1) year post-basic qualification in Advanced Midwifery. Current registration with the S.A.N.C. (2024 Receipt). Knowledge, Skills and Competencies: Knowledge of Nursing Care, Processes and Procedures, Nursing Statues and other relevant legal frameworks such as Nursing Acts, Health Act, Patient Rights Charter, Batho Pele Principles, Public Service Regulations, Disciplinary Codes and Procedures in the Public Service. Leadership, organizational, decision making, problem solving and interpersonal skills within the limits of the Public Sector. Personal Attitudes, Responsiveness, Professionalism, Supportive, Assertive and must be a team player.

- DUTIES** : Provision of optimal, holistic specialized nursing care with set standards and within a Professional legal framework. Ensuring clinical nursing practice by the nursing team in accordance with the Scope of Practice and nursing standards as determined by the relevant health facility. Implement activities aimed at the improvement of women's health. Ensure high quality nursing care is rendered to all clients accessing maternal services in the facility by considering CARMA objectives, ESMOE, KINC, Helping Babies Breath (HBB) and safe Caesarian checklist. Ensure that other antenatal care programmes i.e. BANC are implemented to enhance antenatal care to all pregnant women. Ensure implementation and integration of HAST programmes in O&G departments within the facility. Ensure accurate and proper record keeping for statistic purposes. Ensure adherence to the principles of IPC practices in the unit. Assess and identify the relationship between normal physiological and specific system alterations associated with problems, disorders and treatment in the pregnancy, labour, puerperium and neonates. Plan, implement, management and monitor according to identified problems. Implement plan of action in obstetric emergency situations according to protocols and guidelines. Evaluate the response to management. Participate in training, monitoring and research. Able to identify, report and assist doctors in the management of obstetrics emergencies. Ensure compliance to quality, IPC, Ideal Hospital realization and maintenance (IHRM) and Norms and Standards. Promote, instil and maintain discipline, professionalism and work ethics among employees. Manage the utilization and supervision of resources. Maintain a constructive relationship with multidisciplinary team members.
- ENQUIRIES** : Matron DS Khanyezi (Assistant Nurse Manager) Tel No: (032) 437 6382
- APPLICATIONS** : Applications should be directed to: Deputy Director: HRM, Private Bag X10609, Stanger, 4450 or hand delivered to: The Human Resource Department, General Justice Gizenga Mpanza Regional Hospital, Corner of Patterson & King Shaka Street, Stanger, 4450 or Email – Sibusiso.khoza@kznhealth.gov.za
- NOTE** : Applications must be submitted on the prescribed Application for Employment form (Z83) obtainable at any government department or from the website www.kznhealth.gov.za which must be originally signed, initialled and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Please take note that due to the large number of applications received, applications will not be acknowledged. Correspondence will be limited to shortlisted candidates only. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Management reserves the right to allocate employee. GJGM Regional Hospital is an equal opportunity, affirmative employer, whose aim is to promote representivity in all occupational categories in the institution. Due to cost-cutting measures, S&T and Resettlement will not be paid to eligible candidates due departmental budgetary constraints. Proof of current and previous work experience endorsed and stamped by Human Resources (Certificate of Service) will be requested from shortlisted candidates for submission on or before the interview date.
- CLOSING DATE** : 06 September 2024