



health

Department:
Health
PROVINCE OF KWAZULU-NATAL

Dr Pixley Ka Isaka Seme Memorial Hospital
Private Bag X 11, KwaMashu, 4360
Tel: 087 1311753
Email: Bhekumuzi.dlamini@kznhealth.gov.za

Office of the Deputy Director:
Human Resources Management Services

Reference : HRM 7/1/2
Enquiries : Dr Z Zikalala
Telephone : (087) 1311795

**TO: DISTRICT MANAGERS
HOSPITAL MANAGERS, COMMUNITY HEALTH CENTRE MANAGERS
HEADS OF INSTITUTIONS
HEAD OFFICE MANAGERS**

VACANCIES IN THE DEPARTMENT OF HEALTH

CIRCULAR MINUTE No. DPKISMH 12/2021 (RE-ADVERTISED – CANDIDATES WHO APPLIED PREVIOUSLY MUST RE-APPLY)

The contents of this Circular Minute must be brought to the notice of all eligible employees on the establishment of all Institutions. It must be ensured that all employees who meet the requirements of the post/s are made aware of this circular minute even if they are absent from their normal places of work.

DIRECTIONS TO CANDIDATES: -

1. The following documents must be submitted: -
 - (a) Application for Employment Form (Form Z.83 new version), which is obtainable at any Government Department **OR** from the website - www.kznhealth.gov.za.
 - (b) Curriculum Vitae, certified copies of identity document, highest educational qualifications and professional registration certificates - not copies of certified copies.
2. The Reference Number must be indicated in the column provided on the form Z.83.
3. **Persons with disabilities should feel free to apply for the post.**

- NB:**
- (a) Failure to comply with the above instructions will disqualify applicants. Faxed and e-mailed applications will **NOT** be accepted.
 - (b) **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).**
4. Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful.

5. Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non- RSA Citizens/Permanent Residents/ Work Permit holders must submit documentary proof together with their applications.

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

Please note that due to financial constraints this institution will not reimburse candidates for S & T claims for attending interviews.

CLOSING DATE FOR APPLICATIONS IS 12 JANUARY 2022

Original signed and available on request

CEO: DR PIXLEY KA ISAKA SEME MEMORIAL HOSPITAL

KWAZULU-NATAL

DATE: 15/12/2021

DEPARTMENT OF HEALTH: KWAZULU-NATAL

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

NOTE : Applications must be submitted on the new prescribed Application for Employment form (Z83) which must be originally signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, certified copies of certificates, Identity Document and (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided on the Z83 form. **NB: Failure to comply with the above instructions will disqualify applicants.** Faxed and e-mailed applications will **NOT** be accepted. 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).** Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non- RSA Citizens/Permanent Residents/ Work Permit holders must submit documentary proof together with their applications. 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

JOB TITLE: MEDICAL SPECIALIST GRADE 1 or 2 or 3

COMPONENT: RADIOLOGY DEPARTMENT

REFERENCE NO.: DPKISMH 72/2021

SALARY:

R 1 122 630.00 – R 1 191 510.00 GRADE 1

R 1 283 592 – R 1 362 363.00 GRADE 2

R 1 489 665.00 – R 1 862 412.00 GRADE 3

ALL INCLUSIVE SALARY PACKAGES (THIS INCLUSIVE PACKAGE CONSIST OF 70% BASICS AND 30% FLEXIBLE PORTION THAT CAN BE STRUCTURED IN TERMS OF APPLICABLE RULES)

NB: Proof of current and previous experience endorsed by Human Resource (attach certificate of service)

MINIMUM REQUIREMENTS FOR THIS POST:

GRADE 1

- Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in Radiology Department
- Appropriate Tertiary qualification in the Health Science (MBChB)
- Current registration with the Health Professions Council of South Africa as a Medical Specialist in Radiology Department
- Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications

GRADE 2

- Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in Radiology Department
- Appropriate Tertiary qualification in the Health Science (MBChB)
- Current registration with the Health Professions Council of South Africa as a Medical Specialist in Radiology Department
- A minimum of 5 years' appropriate experience as a Medical Specialist in Radiology Department after registration with the HPCSA as Medical Specialist in Emergency Medicine
- Attach proof of working experience endorsed by Human Resource Department/ Employer
- Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications

GRADE 3

- Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in Radiology Department
- Appropriate Tertiary qualification in the Health Science (MBChB)
- Current registration with the Health Professions Council of South Africa as a Medical Specialist in Radiology Department
- A minimum of 10 years' appropriate experience as a Medical Specialist in Radiology Department after registration with the HPCSA as Medical Specialist in Radiology Department
- Attach proof of working experience endorsed by Human Resource Department/ Employer
- Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications

KNOWLEDGE, SKILLS AND COMPETENCIES

- Sound knowledge and experience of all radiology modalities, protocols and procedures
- Must be able to perform radiology guided (ultrasound, CT, etc.) interventional procedures such as biopsies.
- Sound experience and competency in MRI and Breast imaging will be of advantage
- Ability to teach and supervise medical officers and registrars
- Good verbal and written communication skills
- Good interpersonal skills and ability to function in multidisciplinary teams
- Professionalism and concern for excellence

KEY PERFORMANCE AREAS

- Interpretation and reporting of images of all radiology modalities
- Providing outpatient, inpatient and outreach radiology services
- Teaching and supervision of medical officers and registrars
- Ensuring provision of a high quality and efficient comprehensive radiology service
- Assist with quality improvement initiatives including clinical audits and continued professional development activities aligned to departmental needs
- Assist in the development of management policies and protocols
- Organise, prepare for and chair interdepartmental clinical and academic meetings
- Perform compulsory commuted overtime

JOB TITLE: MEDICAL SPECIALIST ANAESTHESIOLOGY (GRADE 1,2,3)

COMPONENT: ANAESTHESIOLOGY

NO. OF POST: 1

REFERENCE NUMBER: DPKISMH 73/2022

GRADE 1

Medical Specialist R 1 122 630 – 1 191 510.00 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.

Experience: Not applicable; Registration with the HPCSA as a Medical Specialist in Anaesthetics or Registerable with Health Professions Council of South Africa as a specialist in Anaesthesiology, but fully registered by date of commencement

GRADE 2

Medical Specialist R 1 283 592 – R 362 363 .00 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.

Experience: 5 Years appropriate experience as Medical Specialist after registration with HPCSA in Anaesthetics.

GRADE 3

Medical Specialist R 1 489 665.00 – R 1 862 412.00 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.

Experience: 10 Years appropriate experience as a Medical Specialist after registration with the

MINIMUM REQUIREMENTS:

- Senior Certificate (Matric)
- MBCHB or equivalent qualification registered with the HPCSA
- FCA (SA) or MMed (Anaes) Plus
- Current registration with HPCSA as a “Specialist anaesthesiologist
- All successful candidates will have to spend minimum 1 year in service

KNOWLEDGE SKILLS TRAINING AND COMPETENCIES REQUIRED

- Sound clinical knowledge within the department of Anaesthesiology.
- Good communication and human relations
- Sound knowledge of clinical procedures and protocols within the discipline
- Assessment and management of patients.
- Participate in continuing professional development.

BEHAVIOURAL ATTRIBUTES

- Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationships.

KEY PERFORMANCE AREAS

- To execute duties and functions with proficiency, to support the aims and objectives of the institution that are consistent with standards of patient care and to perform duties / functions that fall within the reasonable prescripts of acceptable legislation.
- Knowledge of current Health and Public Servants legislation, regulation and policy, including Medical Ethics, Epidemiology and Statistics
- Ability to provide Specialist Anaesthetic consultation and services.
- Accept responsibility for administration of anaesthesia.
- Assess patients, plan, initiate and supervise medical care management.
- Align clinical service delivery plans with hospital plans and priorities.
- Willingness to participate in the after-hours call system, with an undertaking to sign a contract to participate in commuted overtime per week, is essential.
- Develop, maintain and audit the correct implementation of clinical protocols and guidelines.
- Implement and maintain an efficient, effective and seamless service delivery process within the Institution and referring facilities
- Plan and provide continuous medical education to multidisciplinary team members and conduct and stimulate research
- Supervision of postgraduate and undergraduate training
- Participate in postgraduate and other relevant academic / and training programmes.
- Participate in the continued medical education programme in the institution.
- Manage EPMDS of junior staff.
- Participate in the extended management activities.
- Develop, implement and monitor quality improvement programmes.
- Develop and participate in the outreach/in-reach programmes.
- Engage in academic research culminating in the publication of papers in scientific journals or the presentation of the results of such research at scientific congresses
- Provide support to the Head of Department, in ensuring an efficient standard of patient care and services are maintained.
- Leadership and decision-making abilities as well as problem solving and conflict management
- Knowledge of Human Resource management.
- Information management and quality assurance
- Ensure the proper and economical use of equipment and other resources

POST: MEDICAL OFFICER GRADE 1, 2,3 X 1 POST

COMPONENT: PAEDIATRICS

REFERENCE NO: DPKISMH 74/2021

Salary Package Grade 1: R 833 523.00-R 897 939.00 per annum (All-inclusive remuneration package)
PLUS commuted Overtime

Salary Package Grade 2: R 953 049.00 – R 1 042 092.00 per annum (All-inclusive remuneration package)
PLUS Commuted Overtime

Salary Package Grade 3: R 1 106 037.00 – R 1 382 802.00 per annum (All-inclusive remuneration package)
PLUS Commuted Overtime

MINIMUM REQUIREMENTS:

- Certified copy of MBChB
- Certified copy of Registration certificate with the HPCSA as a Medical Practitioner.
- Copy of Annual Fees Registration (2021/2022) with HPCSA.
- Grade 2 and 3 applicants are required to submit certificate of service detailing experience.
- Persons in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA).

GRADE 1

EXPERIENCE: Not experience required

GRADE 2

EXPERIENCE: 5 year's appropriate experience as a Medical Officer after registration. with the HPCSA as Medical Practitioner.

GRADE 3

EXPERIENCE: 10 year's appropriate experience as a Medical Officer after registration. with the HPCSA as Medical Practitioner.

RECOMMENDATION:

- At least 6 months' experience in Paediatrics would be a recommendation.
- The Diploma in Child Health will be an advantage.

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED:

- Good knowledge of Paediatric procedures and latest protocols.
- Good interpersonal and supervisory skills
- Provide training and guidance to Interns and medical students
- Ability to diagnose and manage common paediatric problems including emergencies
- Sound moral values based on integrity, trust and judgement.
- Sound knowledge of the relevant legislative mandates, policies and prescripts

KEY PERFORMANCE AREAS:

- Examination, diagnosis and total management of the paediatric patients presenting at a regional level.
- Identification and management of paediatric emergencies.
- Ability to identify the need for and refer appropriately
- Work with other clinical care units
- Undertake on-going care of individual patients
- Provide preventative health interventions
- Ability to manage patients in a holistic manner
- Give medical judicial evidence
- Maintain medical records
- Provide training to the members of the multidisciplinary team in paediatric services
- Participate in continued professional development and teaching programmes
- Knowledge of the clinical governance framework and the legislated norms and standards

The successful applicant will be required to perform after hour duties.

NB: Proof of current and previous experience endorsed by Human Resource (attach certificate of service)

CLOSING DATE: 12/01/2022

ALL APPLICATIONS SHOULD BE FORWARDED TO:

**The Deputy Director: Human Resources
Dr Pixley Ka Isaka Seme Memorial Hospital**

Private Bag X11

KwaMashu

4360

OR Hand delivered to 310 Bhejane Street (Hospital gate number 3), KwaMashu